

# REPORT of THE ORISSA PAY COMMITTEE 1960-61

सन्धमेव जयते

SUPERINTENDENT ORISSA GOVERNMENT PRESS CUTTACK

## TABLE OF CONTENTS

Снарти	3 <b>R</b>	PAGES
	PART I	
	Introductory	
I.	Appointment, Procedure, Meetings and Terms of reference of the Committee.	16
II.	Historical Background	78
	PART II	
	GENERAL PRINCIPLES AND CONSIDERATIONS	
III.	Principles of salary determination and structure of scales of pay.	9—18
IV.	Minimum remuneration	1924
V.	Dearness Allowance	25—34
VI.	Financial Resources of the State	3539
	PART III	
	PAY AND ALLOWANCES	
VII.	Scales of pay of certain common categories of posts	4044
VIII.	Pay Scales and conditions of service of Industrial employees under the State Government.	4548
IX.	Pay Scales of defferent Departments—	
	(1) Secretariat	4954
	(2) Assembly Secretariat	5455
	(3) Agriculture Department	5559
	(4) Bureau of Statistics and Economics	5961
	(5) Board of Revenue, Revenue Divisional Commissioners' Offices and District Offices.	61-62
	(6) Co-operative Department	6264
	(7) Community Projects	6466
	(8) Commercial Taxes Department	6667
	(9) Excise Department	67—69
	(10) Education Department	6975
	(11) Employment Exchange	75
	(12) Fisheries Department	75—76
	(13) Forest Department	77—78
	(14) Government Press	78—89
	(15) Grama Panchayats	89

Chapter			PAGES
IX-concld	(16) Hindu Religious Endowment	••	90
	(17) Industries Department	•.•	9092
	(18) Judicial Department		92—93
	(19) Jail Department	••	9395
	(20) Labour Department	••	95—97
	(21) Marketing Department	040	97 <b>9</b> 8
	(22) Medical and Public Health	• •	98102
	(23) Mining and Geology Department		102-105
	(24) Public Relations Department		105108
	(25) Police Department	••	108—117
	(26) Public Service Commission	••	117118
	(27) Port Establishment	••	118—120
	(28) Registration Department		121—122
	(29) Supply Department	••	122—124
	(30) State Soldiers', Sailors' and Airmen's Board	••	124
	(31) Secretary to the Governor's Office	• •	125
	(32) Settlement and Survey	• •	125—127
	(33) Transport Department	••	127—129
	(34) Town Planning	••	129—130
	(35) Tribal and Rural Welfare Department	• •	130—131
	(36) Veterinary Department	• •	131-133
	(37) PublicWorks Department		133—137
	(38) Scales of pay of Employees of Aided Education Institutions.	nal	[ 74—75 ]
	(39) Scales of pay of Local Bodies employees	••	137—143
X.	Fixation of pay in new scales	••	144147
	PART IV		
w	ALLOWANCES		140 162
XI.	Housing facilities and House Rent Allowance	••	148—153
XII.	Compensatory Allowances	••	154—157
XIII.	Travelling allowance	••	158—164
	PART V		
47747	Conditions of Service, Amenities and Facilities	Ľ5	165 165
	Working hours, holidays, casual leave	••	165—167
XV.	Grant of overtime allowance		168

CHAPTER			PAGES
XVI.	Special pays	••	169—175
XVII.	Leave	••	176—183
XVIII.	Retirement benefits		184—194
XIX.	Age of superannuation	••	195
XX.	Medical facilities	••	196—201
XXI.	Educational facilities		202-204
XXII.	Supply of Uniforms		205—206
XXIII.	Temporary Government servants		207—210
XXIV.	Work-charged Establishment Staff	••	211214
XXV.	Contingent paid staff		215—216
XXVI.	Promotion prospects and principles and method promotion	of	217—221
XXVII.	Government Servants' Conduct Rules		222—227
XXVIII.	Disciplinary proceedings		228—235
XXIX. C	ost of our recommendation	••	236
	Date of effect of our recommendations	* ***	236
	<b>ACKNOWLEDGEMENTS</b>	• •	237
A Note Shri R	by Shri Gian Chand, I.A.S., Member-Secretary L. C. Misra, B. L., Member, Orissa Pay Committee	and	238—242
	Summary of main conclusions and recommendate APPENDICES	ions	243—288
1. (A)	Revised Scales of Pay of Departments—		
	(a) Secretariat	••	290—297
	(b) Other Offices	••	298—477
(C)	List of pay scales recommended by the Committee  List of pay scales recommended by the Committee		478—480 481
(C)	Employees of the aided Educational Institutions.		701
(D)	List of pay scales recommended by the Committee Employees of the Local bodies.	for	482
	ANNEXURES		
(A)	Government Resolution relating to constitution o Pay Committee.	f the	484

Снарте	R	PAGES
(A-1)	Government order relating to inclusion of the employees of the Aided Educational Institutions within the terms of reference of the Committee.	485
(B)	Committee's circular letter for collection of factual details in the prescribed pro forma.	486—491
(C)	Circular letter issued by the Committee for collection of information regarding various service conditions.	492—493
<b>(D</b> )	Circular letter of the Committee to all Local Bodies	494496
(E)	Questionnaire issued by the Committee	<b>497—5</b> 03
(F)	List of the Service Associations and individuals who replied to the questionnaire.	<b>504—5</b> 07
(G)	List of Service Associations, individuals etc. who were examined by the Committee.	508—511
(H)	Government order relating to terms of reference of the Committee.	512
<b>(I)</b>	Government notification relating to payment of minimum wages.	513—518
<b>(J)</b>	Resolutions adopted by the 15th Indian Labour Conference	519
(K)	Statistics of Rural Wages of different classes of labour	520
(L)	Average per capita income of workers	521
(M)	List of posts in Lower and Upper Division in the Secretariat, Offices of various Heads of Departments and District Offices.	522—525
(N)	Organisational charts of the Government Press	527
(O-	I) List of cases in which rent-free accommodation is being given.	529
<b>(O</b> )	Recommondations of the Pay Committee in ragard to cases of rent-free accommodation examined and recommended by the Special Pay Committee.	530—533
(P)		534—539
(Q)	Recommodations of the special pay committee for continuance of special pay.	540—572
(R)	Recommenations of the special pay committee for discontinuance of special pay.	573—585
(S)	Statement showing the main categories of posts to- gether with the total number of such posts in hierarchical set-up of the Department.	586—595

#### THE SECRETARY TO THE GOVERNMENT OF ORISSA

#### FINANCE DEPARTMENT

SIR.

With reference to Government Resolution No. 4869-F., dated the 22nd February 1960, we having been appointed a Committee—

- (1) to enquire into and make recommendations regarding the existing structure of pay scales of various categories of State Government employees the minimum of whose scale is Rs. 250 or less;
- (2) to consider the impact of its recommendations on the employees of Local Bodies and recommend a complementary structure of scales of pay for them;
- (3) to review and suggest necessary changes in existing service conditions with particular reference to leave, retirement benefits and other compensatory concessions; and
- (4) to recommend in particular the amenities and facilities that may be extended to various categories of State Government employees either in addition to or in lieu of existing modes of remuneration.

Submit the following Report:-

#### CHAPTER I

# APPOINTMENT, PROCEDURE, MEETINGS AND TERMS OF REFERENCE OF THE COMMITTEE.

- 1. Appointment—In their resolution No. 4869-F., dated the 22nd February 1960 (copy reproduced in Annexure A), Government of Orissa constituted a Pay Committee to enquire into and make recommendations regarding existing structure of pay scales of various categories of State Government employees, the minimum of whose scale is Rs. 250 or less; to consider the impact of its recommendations on the employees of Local Bodies and recommend a complementary structure of scales of pay for them; to recommend in particular the amenities and facilities that may be extended to various categories of State Government employees either in addition to or in lieu of existing modes of remuneration and to review and suggest necessary changes in the existing service conditions with particular reference to leave, retirement benefits and other compensatory concessions.
- 2. Besides the above terms of reference of the Committee, the Finance Department and other Departments of Government on the advice of the Finance Department in some cases and on their own in other cases referred to the Pay Committee the following matters for examination and making recommendations:—
  - (1) Further liberalisation of the New Pension Rules in the matter of pension, death-cum-retirement gratuity and family pension.

- (2) Grant of dearness allowance (temporary increase) to pensioners.
- (3) Memorials of the Irrigation patrols for revision of scales of pay.
- (4) Resolutions of the retired Officers' Association relating to procedure of disbursement, grant of life certificate, payment of pensions through post offices, counting of officiating pay, etc., provisions of library of religious books, etc., and expeditious disposal of pension cases.
- (5) Removal of distinction between Class IV and other Government servants in the matter of grant of advance of the General Provident Fund in excess of 3 months' pay or prior to expiry of 12 months before the complete recovery of previous advances with interest thereon.
- (6) To allow pay (including special pay, if any) to women members during maternity leave.
- (7) Prefixing and affixing holidays to leave whether the entire period of absence shall not be treated as leave.
- (8) Supply of liveries to Farashes and sweepers.
- (9) Credit of a portion of fees received by Government servants from private sources.
- (10) Removal of disparities in the matter of starting pay of Orissa Administrative Service and Orissa Finance Service.
- (11) The posts of Copyists, Typists and Comparers of the Copying Establishment of the Collectorates should carry the scale of pay which will be prescribed for Lower Division Clerks in the Collectorates and the above posts should also be filled up by the Lower Division Clerks.
- (12) Continuance of compensatory allowance sanctioned for Class IV personnel of Raj-Bhavan on a permanent basis.
- (13) To raise the age of superannuation of State Judicial Officers to 58 years with an option to retire earlier after the age of 55.
- (14) Grant of special pay to Registrars of Judge Courts.
- (15) Review of the question of continuance or otherwise of compensatory allowance granted to various categories of Government servants stationed in Angul Subdivision.
- (16) Agency special pay—Declaration of some more places as unhealthy areas.
- (17) Grant of overtime allowance to non-gazetted ministerial and Class IV Government servants.
- (18) Reports of Special Pay Committee appointed by Government for consideration of the question of revision or otherwise of all special pays and rent-free concessions.
- (19) Payment of compensatory allowance in lieu of private practice and special pay for remaining in collateral charges of hostels of Educational Institutions to the Medical Officers in the State Medical Cadre.
- (20) Drawal of more than one special pay by Medical Officers. Whether the sum-total of all varieties of special pays shall be limited to 20 per cent of pay or the varieties of special pays now existing shall continue as they are.

(21) Question as to whether the special pay granted to Deputy Inspector of Schools at 25 per cent of pay should be reduced to 20 per cent of pay in accordance with the general decisions of Government that in all cases other than those specified in the Government Resolution No. 2660—11/58-F., dated the 29th January 1958 should not exceed 20 per cent of pay.

Further in Finance Department letter No. 36359-F., dated the 13th December 1960 (copy reproduced in Annexure A), the Committee was required to enquire into and make recommendations regarding the revision of scales of pay of the employees of aided educational institutions.

- 3. We met on the 21st March 1960 and considered the procedure to be adopted by us. It was decided that a Press Note should be issued inviting Associations of State Government employees, other organisations, institutions and individuals who might be interested to send memoranda embodying their views on matters covered by our terms of reference by the 15th April 1960. It was also decided that a questionnaire be issued by the Committee on or about the 20th April 1960 after perusing such of the memoranda as will be received by that time. We met on the 18th April 1960 to consider the question of issuing the questionnaire and decided that since many Service Associations wanted time for submission of their memoranda and time had been allowed till the 30th April 1960. questionnaire should be issued in the first week of May 1960. Meanwhile we met on the 26th April 1960 and decided to request various departments to Government to supply factual information by the 1st May 1960 regarding various categories of post, existing scales of pay, number of posts, etc., in the proforma prescribed by us (vide Annexure B) and also issued a questionnaire addressed to the Secretaries to Government and Heads of Departments inviting their attention to furnish their views by the 25th May 1960 (vide Annexure C). The Municipalities, District Boards and Notified Area Committees were also requested to send memoranda and factual information (vide Annexure D). We met on the 29th April 1960 to consider the issue of questionnaire. In response to the Press Note we had received 85 memoranda from Associations and 125 memoranda from individuals. In the light of points raised in these memoranda we issued a questionnaire (vide Annexure E) on the 3rd May 1960 and invited replies by the 7th June 1960, but on the request of many Associations and individuals we extended the date to the 7th July 1969. We received altogether, 83 replies from Service Associations and individuals to the questionnaire. A list of the Service Associations and individuals who replied to our questionnaire is given in Annexure F.
- 4. We met on the 25th July 1960 and considered the replies received in response to both the questionnaire, viz., one issued to the Secretaries to Government and Heads of Departments and the other in response to general questionnaire and decided that we should orally examine such of the Associations and individuals who had sent either memoranda or replies to the questionnaire or both and had raised important points therein for the proper appreciation of which it was necessary to examine them. Besides it was decided to examine some of the District Service Associations and District Level Officers who had sent us their memoranda or replies to questionnaire. We took evidence at the following places:—
  - (1) Sambalpur
  - (2) Bolangir
  - (3) Berbampur
  - (4) Cuttack
  - (3) Bhubaneswar

We first set out to take evidence at Sambalpur on the 14th August 1960, but on account of sudden outbreak of floods in various parts of the State we had to postpone the taking of evidence. We started taking oral evidence at Berhampur and took evidence from the 28th August 1960 to the 31st August 1960 at Berhampur and visited Sambalpur, Bolangir and Cuttack on the 13th September 1960, 14th September 1960 and from the 21st September 1960 to the 24th September 1960 respectively for the purpose. We met various Heads of Departments, Secretaries to Government and some Service Associations and public men at Bhubaneswar on the 19th September 1960 and from the 15th November 1960 to the 25th November 1960. We have heard in all 38 Service Associations and 73 individuals and have had the benefit of discussions with almost all Heads of Departments and Secretaries to Government. A list of Service Associations, individuals, etc. and of official witnesses whom we examined is given in Annexure G. We met the Development Commissioner on the 25th November 1960 and had the benefit of discussions with him on various matters covered by our terms of reference. In all, we devoted 34 sittings on 18 days to take evidence.

- 5. With a view to study on the spot the working conditions of the staff employed in Rourkela and of the staff employed in Government Press we visited Rourkela and the Government Press, Madhupatna and held discussions with the officials of Hindusthan Steel Co. and Government Press. We also requested the various industrial concerns in the State to supply factual information to us regarding rates of remuneration and service conditions of their employees which we received from all of them well in time.
- 6. Meetings of the Committee—Besides the sittings of the Committee devoted to taking oral evidence and discussions referred to above, we held 28 meetings to consider the various issues covered by our terms of reference and to take decisions thereon.
- 7. We have received full assistance from the State Government in our task and we express our gratitude to them. We have also received fullest co-operation from the Employees' Associations and take this opportunity to express our gratitude to them. We also wish to thank various industrial concerns who on our request supplied all the information required by us concerning rates of remuneration and conditions of service of their employees. We have had to write to various State Governments also to ascertain position as obtaining under them with regard to particular matters covered by our terms of reference. The various State Governments were kind enough to send us the information well in time. This has helped us in our deliberations a lot. We wish to thank them all for the consideration which we have received from them. Lastly we would like to thank the Secretaries to Government and Heads of Department, with whom we had the benefit of discussions, for assisting us in our task.
- 8. Our terms of reference—We scrutinised our terms of reference in the second meeting of the Committee held on the 26th March 1960. We considered the terms of reference one by one and came to the following conclusions:—

As regards terms of reference No. 1, we considered whether we should deal only with pay scales of those categories of State Government employees the minimum of whose scale is Rs. 250 or less or all classes of employees irrespective of pay limit. We have interpreted State Government employees to mean all the employees who are paid from the Consolidated Fund of the State. As regards the limit of Rs. 250 of the scale laid down in Government resolution, we felt that literal interpretation of this will lead to certain anomalous positions and decided to deal with the pay scales of all Government employees upto Class II. This was realised by the Government as well and in Finance Department letter received

by us on the 13th December 1960 we were asked to examine cases of Government servants initial of whose scale of pay although was more than Rs. 250 yet the maximum was Rs. 700 or less. In this connection we also felt that it will be necessary for the Committee to suggest some consequential changes in the pay scales of Class I employees in the light of recommendations to be made in regard to employees up to Class II Government Servants who fall clearly within our terms of reference. To give a rational structure for all classes of employees as well as to avoid occurrence of any anomalies we decided to study the repercussions of our recommendations on Class I Government servants from the very beginning of our deliberations and called for similar information in respect of them as was called for by us in respect of Class II employees and below. The Chairman of the Committee held discussions with the Chief Secretary and Finance Secretary in the month of November and a request was made Government to include all categories of Government servants in the terms of reference of Committee but Government did not agree to revise the terms of reference of the Committee. In this connection letters received by us from Government are enclosed in Annexure H. On receipt of these letters from the Government the question of categories of employees regarding scales of pay of which Committee should make its recommendation was again considered and opinion in the Committee was divided. Whereas Member Secretary and Shri R. C. Misra felt that the Committee must give its views regarding specific consequential changes which are felt necessary to be made by the Committee in Class 1 and higher scales in view of Committee's decision regarding Allowance and with a view to remove certain anomalies as well as with a view to promotion prospects in line with the general approach of the Committee on this question and without doing this a rational pay structure for the employees of State Government cannot be arrived at other Members were of the view that question of consequential changes on account of these factors should be left to State Government as intended by them. It was ultimately decided that the Report should deal with various categories of Government servants maximum of whose scale of pay was Rs. 700, i. e., up to Class II Gove rnment servants.

9. As regards terms of reference No. 2, we have studied the impact of our recommendation on the employees of Local Bodies and recommended a complementary structure of scale of pay. We have dealt with employees of Local Bodies under the following classes of Local Bodies—

#### (1) Municipalities

#### (2) Notified Area Councils.

As regards Grama Panchayats, we have not dealt with the employees under them, as we feel that the question of fixing appropriate scales of pay for them should wait till such time as the resources and activities of Grama Panchayats are developed fully. As regards District Boards we are aware that as a result of Government decision to introduce the scheme of democratic de centralisation major change in the constitution and functions of District Boards are in the offing. We have, therefore, not dealt with the employees of District Boards as well.

10. As regards terms of reference No. 3, we have given the same interpretation to the term "Conditions of Service" as has been given by the Second Central Pay Commission and have covered the wide variety of topics under it ranging from disciplinary proceedings Government Servants, Conduct Rules and Promotion Pospects to Leave, Retirement Benefits and Compensatory Concessions, etc.

- 11. As regards terms of reference No. 4, we have made a comprehensive study of existing facilities and amenities and made our recommendations for either modification of existing facilities and amenities or for provision of extra facilities and amenities which did not exist at present.
- 12. In some of the memoranda received by us, and occasionally, the witnesses while giving oral evidence before us, raised questions which went beyond the scope of our enquiry as for instance, in many memoranda suggestions were made that particular posts in particular departments were not necessary and structure of department should be modified. We have not dealt with such matters unless they were connected in one way or the other with any of the conditions of service dealt with by us. At places, however, we have enumerated these suggestions for such action as Government may wish to take on them. We also received a number of representations in the nature of personal representation either regarding pay scales or conditions of service. Such personal representations we have endorsed to concerned departments for disposal and ourselves have only taken note of the general points raised in them.
- 13. While we have refrained from making recommendations on matters not covered by our terms of reference, we have made a few suggestions, regarding the number of Peons attached to Officers at various levels, as we felt; while considering the question of minimum remuneration for the lowest-paid employees, that with the grant of minimum remuneration at the rate recommended by us, there is need for looking into the scope for reduction for the post of Peons.

सन्यमेव जयते

#### CHAPTER II

#### HISTORICAL BACKGROUNDS

- 1. The existing structure of scales of pay is mainly based upon the recommendations made by the last Provincial Pay Committee with such modifications as have been introduced as a result of the recomme dations of the Technical Pay Committee For a better appreciation of the existing structure we give below a brief history of the pay scales in the State from the very beginning.
- 2. The State of Orissa embarked upon its career as a separate administrative unit with effect from the 1st April 1936. At the time of the formation of the Province persons who were transferred from Bihar and O issa and Madras were allowed to retain scales of pay which they were in receipt of in their parent State and the formulation of the scales of pay for Orissa was undertaken shortly after the creation of the Province and scales were prescribed for the Provincial Civil Service Executive and Judicial Branches), Subordinate Executive Service, Provincial Police Service and the Secretariat Ministerial Service. The scales prescribed for the Provincial Civil Service and the Subordinate Executive Service were the same as the corresponding Bihar and Orissa revised scales. They were called the First Orissa Scales. At this stage a Retrenchment Committee was appointed in 1938 and on its recommendations fresh scales for the abovementioned services and scales for all other services were prescribed. These are called "Orissa Scales". The "First Orissa Scales" were applied to persons who were recruited from the 1st April 1936 and before the Orissa scales were prescribed. All other persons recruited in Orissa were given the "Orissa Scalos". Thus there were in force in the State during the period of its formation and the acceptance of the recommendations of the last Provincial Pay Committee a large variety of scales as given below :-
  - (1) Bihar and Orissa old scales of pay,
  - (2) Bihar and Orissa Revised scales of pay,
  - (3) Madras old scales of pay,
  - (4) Madras Revised scales of pay,
  - (5) First Orissa scales of pay and
  - (6) Orissa scales of pay.

Such a large variety in scales of pay was not obviously desirable. Further practical experience indicated that the Orissa scales of pay were not attracting large number of extra hands required for executing various Post-war Schemes. To add to this the cost of living also increased considerably and in most cases it was seen that the scales of pay did not represent the real level of standard of living for existing Government servants and the steps taken by the State Government to alleviate the distress of Government servants as a result of increase in prices had not satisfied the Government servants as dearness allowance given to them was in no way proportionate to the soaring prices. This led the State Government to appoint a Pay Committee with, amongst other things, the following terms of reference:—

(i) Reduction of the number of pay scales in all branches of Government service and formulation of uniform scales of pay for comparable services with a view to removing disparity.

- (ii) The formulation of the minimum basic pay for working class and middle class Government servants in the light of the conditions prevailing in the Province.
- (iii) Formulation of model scales of pay for Provincial, Subordinate and inferior services on the lines of typical scales recommended by the Central Pay Commission, taking into account such relevant factors as the resources of the State, comparative standards of outturn of work and living, etc.
- (iv) Whether dearness allowance, additional dearness allowance and cost of living allowance should be absorbed in the revised pay scales or whether these allowances will be continued in addition to revised scales of pay.

Recommendations of this Committee were given effect to in 1949 with retrospective effect from the 1st April 1947.

3. The next major revision of scales of pay was made in the year 1958, when the recommendations made by the Technical Pay Committee appointed in 1956 were accepted by Government.

It may also be pointed out here that as the prices continued to rise and expectation entertained by the last Provincial Pay Committee regarding stabilisation of prices did not materialise, the State Government had to give additional dearness allowance on two occasions, once in the year 1950 and again in 1957, during the period falling between the recommendation of the last Pay Committee and constitution of the present Pay Committee. The first dearness allowance was confined to Government servants drawing salary up to Rs. 300 and the second to those whose pay plus dearness allowance and second additional dearness allowance would not exceed Rs. 100. Besides this there was slight alteration of the pay scales of Primary School teachers in the year 1955. Further during the period covered by the recommendations of the last Provincial Pay Committee and the appointment of the present Pay Committee there has been upgradation of scales of pay of certain isolated posts.

#### CHAPTER III

# PRINCIPLE OF SALARY DETERMINATION AND STRUCTURE OF SCALES OF PAY

- 1. By our terms of reference we have been required to enquire into and make recommendations regarding existing structure of pay scales of various categories of State Government employees minimum of whose scales of pay is Rs. 250 or less. In order that we enquire into the existing structure of scales of pay and make our recommendations, it is necessary to have a set of well-defined principles of salary determination and to decide what should be the broad objectives to be achieved when rates of remuneration for various categories of Government servants are to be determined. As far as objectives to be achieved are concerned, we feel the main objectives should be attainment of required level of efficiency at as little cost to the exchequer as possible and fair rates of remuneration to the Government servants. In regard to determination of salaries of Government servants there are three parties to the transaction, whose interests have to be kept in view and balanced. These parties are Government as the employer, Government servants as the employees and the general public or the tax-payers who ultimately have to bear the cost of the employees and the objective has to be to have a structure of pay scales, which is at once fair to the State, to the Government servants as well as to the general public that is to say which satisfies the principles of efficiency compensation and economy.
- 2. As regards principles of salary determination for various categories of Government servants we find that different principles have been advocated from time to time and each principle has emphasised one aspect of the objectives set forth above more than the other aspects and in certain cases the emphasis on one aspect has not only been more as compared with the other aspects of objectives, but at the cost of and even to the exclusion of other aspects of the objectives. The main task before us has, therefore, been to lay down a set of well-defined principles which will enable the achievement of all the above objectives. As starting point towards determination of these principles it is necessary to know the principles of salary determination with reference to which the last Povincial pay Committee made its recommendations. We find that the last Provincial Pay Committee has not dealt with the principles of salary determination by which they had been guided in making their recommendations in their Report at any great length. An indication, however, of these general principles is given by them in Chapter III of their Report where they have in para. 19 of their Report approvingly quoted the following extracts from Rowland's Committee:
- "In our view pay should be determined in accordance with the following principles:—
  - (1) Subject always to the overriding condition that no pay should be less than a living wage, the pay and attendant conditions of service should be such as to attract the right type of recruit and thereafter to retain an efficient and contented staff.
  - (2) Substantially equal pay should be given for comparable work carried out in comparable conditions.
  - (3) Pay should be based on long-term trends and should not be varied at frequent intervals to meet fluctuations in the cost of living. Wide fluctuations can be met by cuts or allowances but we regard it as undesirable and unsound to vary basic pays on short-term consideration.

The manual of pays contains hundreds of differing pay scales, the average monthly cost of many of these scales differs by a rupee or two although a number of them, especially in the lowest fields relate to work of a very similar nature. It is in our opinion quite impossible to assess to a few rupees the value of work to be done in a particular post and the all-too-common practice of determining the pay of a post in accordance with the status of the office of which it forms a part is one that offends against the second of the principles stated above. We believe that the number of pay scales could with advantage be reduced very considerably. We rec mmend that the possibility of simplifying the pay scales now in force in Bengal in the lower field should be examined."

- 3. The last Provincial Pay Committee have observed that they had borne in mind the principles set forth above as also the observations made by the First Central Pay Commission in paragraph 38 of their Report, which run as follows:—
- "The pre-1931 scales were fixed at a time when the cost of living index was lower than the hypothetical index of 160 to 175 that we are adopting as the 'datum line' with reference to which basic salaries for the future are to be fixed. In this view, it will not be generally necessary to increase the basic pay of those who are drawing their pay in the old scales."
- 4. Besides we find that the last Provincial Pay Committee had observed that for the lowest rank of Government servants belonging to Class IV, a substantial upgrading of remuneration was needed and adopted a minimum living wage of Rs. 30 for an adult unskilled worker and Rs. 70 for a middle class Government servant, which amounts they considered reasonable in the context of economic positions of the State then prevailing and in the context of privileges in regard to leave, pensions, etc., enjoyed by Government servants as distinguished from those outside Government service. Further they also recommended that the total remuneration should consist of two parts, namely, basic pay and dearness allowance.
- 5. It follows from the above account of different principles that guided the last Provincial Pay Committee in evolving the pay structure for the various categories of Government employees, that the present structure of scales of pay under the State Government satisfies the following principles of salary determination.
  - (1) Government should pay to its employees only so much as is necessary to get the right type of recruit and retain them and their efficiency in service.
  - (2) There should be equal pay for equal work under equal conditions.
  - (3) So far as lowest-paid employees are concerned, their pay should be determined on combination of economic and social considerations and a certain minimum remuneration should be allowed to them.
  - (4) The basic salaries of Government servants should be fixed with reference to the cost of living index at which prices are expected to stabilise and any fluctuations of temporary nature should be taken notice of by way of payment of dearness allowance without disturbing the basic salaries
- 6. There cannot be any question of any disagreement in regard to the application of these principles to the salary determination of Government servants and one of the main tasks before us has been to satisfy ourselves as to how far the existing structure is reflecting these principles in actual practice, i. e., whether the principles enumerated by the last Provincial Pay Committee are unexceptionally applied or whether certain exceptions have been made or again whether the conditions postulated by the last Provincial Pay Committee have been borne out in actual practice or any major changes have occurred. To take an example, as is

common knowledge, our economy has been subjected to persistent inflationary pressures in the period which followed the recommendations of the last Provincial Pay Committee, and the expectations entertained by them regarding stabilisation of prices, etc., have not materialised. This has necessitated major changes in the existing structure and this is one of the main tasks assigned to the Committee as can be seen from the resolution in which the Committee has been constituted.

- 7. Besides ensuring that the principles which were set forth by the last Provincial Pay Committee are reflected in the pay structure, we find that in addition to these principles there are other principles which have been advocated to us for application in making our recommendations regarding pay structure of various categories of Government servants by various Service Associations and individuals in their memoranda and replies to our questionnaire, wherein we had included a few questions regarding principles of salary determination and structure of scales of pay. We deal hereunder with the more important of these principles and indicate how far we have adopted these principles in addition to the principles adopted by the last Provincial Pay Committee.
- 8. The principles of model employer—In almost all the replies received by us to the questionnaire issued by us great stress has been laid that in fixing the rates of remuneration for its employees Government should act as a model employer. Although we have received no elaboration of the concept of the model employer in the replies received by us, yet judging from the sense of replies received we find this principle has been made a plea for grant of higher rates of remuneration to Government servants as compared with rates of remuneration in vouge outside Government employment, that is to say, grant of liberal scales of pay without due regard to the resources of the State. We do not think this interpretation of the principle of salary determination to be a sound one as such an interpretation will be unfair to the tax-payers. According to us the principle of model employer is highly relevant to the question of fixation of remuneration of Government employees is so far as it is applied to ensure decent and just conditions of work and with a view to ensure that Government take into account the social principles and standard which it has laid down for others. The Second Central Pay Commission while discussing the question of principles of 'Model Employer, have concluded as follows:-सत्यमव जयत

"While the 'Model Employer' principle, as commonly understood, is no suitable for determination of remuneration, the social principles and standards which Government have laid down for, or commended, to employers generally should be taken into account. Further, in the matter of conditions of work and employment practices generally the Government, may become the pace-setter—a model employer." We are in full agreement with the above conclusions of the Second Central Pay Commission regarding the principles of 'Model Employer'.

9. Principle of fair comparison with the current remuneration of persons employed on broadly comparable work outside the Government—In replies to our questionnaire we have found wide-spread support to this principle, the only dissident being the Federation of Ministerial Officers' Association who have pointed out as follows:—

"We emphatically subscribe to the widely held view that this would result in the immobility of wages in the public sector, inasmuch as according to its avowed objectives the State has increasingly to play the role as the model employer or at least that of the Pace-setter. While in the more advanced Industrial Countries the theory of fair relativity may well be a reliable guide, in a country like India with its overall economic backwardness comparison by the State with the average wages obtaining outside will amount to wriggling out of the basic obligations."

- 10. We have carefully considered this and have no doubt in our mind that principle is of utmost importance in fixing rates of remuneration of Government servants but there are serious practical limitations from which any application of this principle suffer and we have taken Federation's objections to refer to these limitations. In the first instance, there is the fear that the fair comparison may mean importing Government employment certain unhealthy into practices which might be prevalent in the outside employment. Secondly, it is pointed out that the application of the fair comparison principle will hinder the State in playing its role as 'Model Employer'. Lastly, it is pointed out that it is difficult to make comparisons of pay scales of Government servants at various levels with those in outside employment because of totally different system of organisation, etc. In thi connection, it is also pointed out that as amongst private employers there are wide variety of scales of pay under this situation comparison cannot be made. We are well aware of these practical limitations but nevertheless, we feel that it is a relevant factor as whatever the practical limitations the principle is of great merit as observed by the Royal Commission on Civil Service—1953-54.
- "'Fair comparison' as the primary principle is fair to the community at large for two reasons. First, it looks after the ordinary citizen's interest as a tax-payer. If the Government which represents him pay what other responsible employers pay for comparable work, the citizen cannot reasonably complain that he is being exploited. Equally we consider that he would agree that he could not, in the long run, obtain an efficient service by paying less." We have, therefore, applied this principle in our recommendation keeping the limitations discussed above in view. We feel that in the present context of our economy the comparison can only be with well-established fairly large and progressive concerns in outside employment. In this regard it has been suggested to us that pay scales of State Government instead of being fixed on the basis of comparison with outside employment should more appropriately be fixed on the basis of comparisons with pay scales of Central Government employees. This question is part of the bigger question of parity in the pay scales of Central Government and State Government employees which question has been elaborately discussed and vehemently argued before us. As this question of parity is very important we will like to discuss it at length here before we discuss the next principle of salary determination.
- 11. Parity in pay scales of Central and State Government employees—It is for quite some time past that employees under the State Government have been claiming parity in pay scales with their counter parts in the Central Government and with the opening of more Central Government offices within the State in the past few years the demand has become more insistent. The mention in the Second Central Pay Commission's terms of reference that in making their recommendations, the Commission will take into account the disparities in standards of remuneration and conditions of service of the Central Government employees on the one hand, and employees of the State Government on the other, had raised hopes which as is clear from the following extract from the speech of Finance Minister introducing Budget for the current financial year, have not been fulfilled—

"We are rather disappointed to find that although the Commission noted that there was great disparity between the emoluments of Central Government employees and the State Government employees, they did not find it necessary to make any recommendation for the removal of disparity. In fact, the effect of their recommendations and the subsequent decisions taken by the Central Government has been to deepen the disparities. The State Government have thus been left to find their own solution for an aggravated problem."

- 12. In the replies received in response to a question included in our questionnaire as to whether there should be parity in the pay scales of Central Government and State Government employees we have found near-unanimity in the demand for parity. From all this it is quite clear to us that the question of parity in the scales of pay of Central and State Government employees is at present one of the major causes of discontentment amongst the State Government employees and all those who have written to us or appeared before us have held it to be of vital importance. In view of the above position we have given our most careful consideration to the question and discuss below the various aspects of the matter.
- 13. The Second Central Pay Commission who have examined the question from various aspects have come to the conclusion "that accepting the situation as it is and mainly on practical considerations including that even if State Government raise further finances there would be numerous other claims on the additional resources, we should regard the disparities as a factor calling for restraint. It is after all for the State Government to consider the problem of their low grade employees, on merits, and to find solution for them". While we do not wish to ignore the existing discontentment on the score of existing disparities in their emoluments as compared with those of the employees of the Central Government, we believe, that the question has to be examined in proper perspective. On examination of all aspects of the matter we have come to the conclusion that to some extent existing disparities are justified on account of different standards of recruitment, qualifications and nature of duties etc., and only in cases where such differences in standards of recruitment, qualification and nature of duties are not there the existing disparities should be regarded as unjustifiable to remove which efforts should be made. Further, we find that ultimately rates of remuneration for the employees of the State Government have necessarily be related to stage of economic development at which the State is and its financial resources and the objective of parity, howsoever otherwise desirable cannot be pursued with total disregard to these two factors. In this context we have come to the conclusion that removal of disparities in the scales of pay of Central Government and State Government employees in the present day situation of the State should be the ultimate goal to be achieved by progressive stages as the development of the economy of the State proceeds apace and regional disparities in the economic conditions get narrower and ultimately are removed as is sought to be done under the Five-Year Plans drawn for the development of the country. We, however, feel that it is essential to make a start in this direction and the achievement of this end we have kept in view while recommending revised scales of pay. It is again with this end in view that we have recommended parity in rate of dearness allowance of State Government employees with the rates given by Central Government to its employees. In this connection we will also urge that time has come when in view of the country having drawn up an integrated National Plan under which resources of both the Centre and the State Government have been assessed and brought into a common pool for financing the Plan, the question of improving the emoluments of employees of State Government on merit and with a view to remove existing disparities as compared with the emoluments of Central Government employees is treated as a single national problem and dealt with as such and is tackled through a more rapid economic development of the backward States and a larger allocation of Central resources to such States under the Finance Commission awards which are made after every five years.
- 14. In this connection we would also press for acceptance by both the Central Government and State Government the suggestion of the Second Central Pay Commission that a scheme of recruitment to Central Services, particularly in Class III and Class IV from amongst the employees of State Government should be worked out in detail and considered. We believe that such a scheme of recruitment would provide avenues of promotion for the lower-paid employees of State Government and would go a long way in

mitigating the present discontentment existing among the State Government employees on this score. We recommend that State Government should take up the matter with the Central Government as early as they can.

- 15. Principle of market value—We had included two questions in our general questionnaire having bearing on the application of principle of market value to the salary determination of Government servants [vide questions 2 (b) and 11]. In the replies received by us to these questions it has been pointed out in general that this principle is not suited to the salary determination of Government servants. It is pointed out that the principle, if strictly applied, will lead to unfair rates of remuneration in the majority of cases of Government servants at the lower levels. We feel that in view of the chronic unemployment from which our economy suffers and in view of the general preference still given by large body of public for Government service, question of full and detailed application of this principle to the salary determination of any class of Government servants has to be ruled out and besides economic consideration social considerations have to be taken into account. We have not, therefore, made use of this principle in our recommendation except for purpose of general guidance for fixing the rates of remuneration of mainly higher grade Government servants. In this connection we have checked up whether at the existing levels of pay difficulties of recruitment in regard to any categories of posts are being experienced. The position as pointed out to us in various memoranda, and replies to our questionnaire and in the factual information supplied to us by various departments did not indicate that there are any sizeable difficulties notwithstanding some stray complaints regarding recruitment difficulties in respect of certain posts and desertion of their posts by staff in certain Departments as a result of better condition of service in public sector especially after the establishment of Rourkela Steel Plant. While giving evidence before us the Heads of Departments did however indicate to us serious difficulties for recruitment of candidates of requisite calibre for quite a few posts especially where University and degree technical qualification laid down. Inevitably in such cases we have drawn guidance from the principle of market value while suggesting revised scales of pay. Otherwise also we have not taken a absence of any general complaint about the recruitment difficulties to indicate altogether satisfactory state of affairs so far as existing levels of pay scales are concerned. We feel that in view of chronic unemployment and general preference of large body of public still to seek employment under Government these difficulties could not have come to the surface in a manner to force immediate attention and that under such circumstances it is necessary to be watchful and look for any signs of deterioration in standard of efficiency. We had included a question in our general questionnaire as to whether the standard of efficiency had gone down or not. On perusal of the replies received to this question we find that there is widespread complaint about the deterioration of standards of efficiency but we have not been presented with anything concrete in this regard and feel that in any case the entire blame for deterioration in standard of efficiency, if there be any, cannot be laid on the inadequacy of the present level of remuneration.
- 16. Principle of equal pay for equal work—Another principle which has been emphasised most by Service Association and individuals who sent memoranda and replied to our questionnaire is the principle of equal pay for equal work,. We have already shown that this principle was accepted by the last Provincial Pay Committee and the present structure of scales of pay duly recognises this principle and that we are in full agreement that this principle should be applied while determining rates of salaries of various categories of Government servants. As, however, replies received by us in response to our questionnaire and discussions of this principle in the memorandum have revealed that there is a certain degree of confusion about the actual application of this principle, we discuss here the various aspects of this principle and indicate the manner in which we have applied the

principle in determining rates of remuneration of various categories of Government servants. We are aware that in the face of difficulties regarding rates of remuneration for Government servants being determined on the basis of fair comparison with outside employment as discussed above, the salaries for various posts have to be determined by a comparison of their duties and responsibilities and of the value of their work with those of other posts. We also find that in memoranda preferred before us various employees have laid greater emphasis on parities with certain other posts than on an absolute increase in the emoluments. Although we agree that no serious exception can be taken to the application of this principle we have felt, that if desired results are to be obtained the principle should be applied with care and circumspection as there are certain practical difficulties which are encountered when the principle is actually applied. The greatest difficulty is that there is no easy way of finding out whether the work in different posts is equal particularly in view of the existing organisation of the public service and Government Departments with deep hierarchies. In many of the suggestions made before us regarding the application of this principle, we have found that this aspect of the question was ignored, e. g., when equal pay was demanded for similarity of designation, equal qualifications prescribed for posts or again for similar nature of work irrespective of degree and nature of responsibility involved. We feel that such an application of the principle will be an over similification and lead to undesirable results. We have, therefore, applied this principle keeping in view all recognised differentials in salary determination such as nature of duties, degree of responsibility, educational qualifications prescribed, standard of mental equipment required, value of work done, condition under which work is done such as risk, unpleasantness, worries, secrecy and availability of promotion prospects etc. Further, in view of the present organisation of Civil Servants in hierarchical structure, each level in the hierarchy shouldering greater responsibility than those at the lower level and supervising their work, we had to give due recognition to vertical relativities in determining rates of remuneration and the question of adopting any rough and ready formula such as determining the scales of pay to be allowed to various posts in different departments by comparing the educational qualification or the training course prescribed had to be ruled out. At the same time in the very nature of things we could not compare too minutely the duties, responsibilities, standard of mental equipment required and as such have adopted a policy of 'broad banding' the posts in various departments for the purposes of ensuring equal pay for equal work as far as possible after a careful examination of existing relativities and their readjustment where the changed conditions so require. In this connection certain specific cases of anomalies in horizontal relativities were brought to our notice. We have dealt with the cases under each Department and tried to meet the points raised.

17. Besides the above mentioned principles of salary determination and the question of manner of their application, the great relevance of price levels and their movements to the determination of rates of remuneration to Government servants has been pointed out to us in the various memoranda and replies to questionnaire received by us. We have indicated how the last Provincial Pay Committee had given effect to this principle by recommending a system of dearness allowance in addition to pay proper and had indeed recommended that dearness allowance should change to a particular extent with the change in the price level. We have dealt with this question in another Chapter under the heading 'Dearness Allowance'. Here we wish to point out that there is complete unanimity amongst all the witnesses who have appeared before us and those who have sent memoranda or replies to our questionnaire that, as a result of the movement of prices to levels much beyond the level at which previous Pay Committee expected prices to stabilise, the present structure of scales of pay has been rendered inadequate and required to be thoroughly recast. We agree that the level of consumer prices is one of the main factors to

be considered in determining rates of remuneration. Regarding the question as to how far and in what manner the existing structure of scales of pay is to be changed as a result of movement of price, we have discussed the position in the Chapter of 'Dearness Allowance', and indicated our recommendations.

- 18. Before we conclude this Chapter we would like to deal with the following issues which have been raised in connection with the actual fixation of rates of remuneration:—
  - (1) Length of Time scales
  - (2) Whether the increment in the Time Scales should be annual in all cases or biennial increments should be given and what should be the size of increment allowed.
  - (3) Need for avoiding over-lapping scales and fixation of minimum and maximum levels of salary in various scales of pay.
  - (4) Need for provision of efficiency bar.

These are indeed various aspects of the general question of Time Scales of pay. In this connection we may state here that in our questionnaire we had included a few questions on the working of Time Scales of Pay. The replies received indicate that with very few exception all have held the system of Time Scales of Pay to be working satisfactorily and a definite improvement on the graded system of pay as it promotes contentment and assures increased emolument to employees with increase in their responsibilities notwithstanding isolated complaints that it leads to loss of initiative and does not encourage the employees to put in their best efforts. We ourselves feel that system of Time Scales of Pay is a satisfactory system which has yielded good results in actual practice and should be continued.

19. With these observations we examine the above aspects of this system raised before us:—

Length of Time-Scale-Various suggestions as to what should be the length of time scales have been made to us. Some have demanded for a series of sort scales instead of one or more long scale, whereas others have asked for long scales of pay. One of the witnesses has pleaded before us that there should be only one scale of pay for a particular class of employees. There has also been widespread demand that number of scales should be reduced. We however, feel that a combination of factors should determine the length of a scale of pay, viz., whether the particular post is an entry post or promotion post, whether the work involved in the post is such that its quality improves by lapse of time. Generally we feel that for entry posts there should be longer scales of pay and for promotion posts there should be shorter scales. Similarly we feel that when work in a post does not lapse of time, the time-scale should be short. does not admit of quality by Again, at times it may become necessary to give longer scale in cases of such posts which do not have reasonable promotion outlets as compared with other posts. As regards the question of rate of increment and intervals between the increment to some extent both the rate and the interval after which increment should be allowed in a time-scale of pay is determined by the length of the scale of pay. As regards interval in the increment of pay, at present we find the system of both biennial and annual increment is in vogue. We feel that the system of biennial increment has no particular advantage and has, on the other hand, the effect of adversely affecting the Retirement benefit at times of certain Government servants which we consider to be undesirable. We feel that in all cases there should be provision for annual increments and accordingly have provided for annual increment only in the revised scales recommended by us. As regards rate of increment, the first question is in respect of the size of annual increment allowed while this has necessarily to be decided by the minimum and

maximum fixed for Time Scale of Pay, we have generally given higher rates of increment than given under the existing structure and in no case we have recommended an annual increment of less than Re. 1. We have also allowed for lower increments in the beginning and higher increments towards the end of the scale of pay in all revised pay scales we have recommended.

- 20. As regards need for avoiding over-lapping scales of pay, we have found that under the present system the over-lapping of scales cannot be altogether avoided. Nevertheless, we have tried to reduce over-lapping of scales of pay wherever possible by generally providing for higher starting pay in case of promotion posts than is the case at present.
- pointed 21. As regards provision for efficiency bars, it has been out to us, on the one hand that efficiency bars should be done away with as they are not strictly applied in actual practice and on the other it has been stated that there is no need for having efficiency bar as authorities have the power of stopping of increment. We feel that none of the reasons given justify dispensing with the system of efficiency bars, as, if the efficiency bars are not applied strictly, this should not be a ground for removing them but a ground for insisting upon strict application. As regards the argument that same purpose can be achieved by stoppage of increment, we feel stoppage of increments and not allowing to cross efficiency bar are two different courses which have to be and should be adopted for different purposes. The principle of efficiency bar is that on reaching a certain point in the salary scale an officer is to be declared to be competent to shoulder the higher responsibility of the grade before he enjoys increase in his pay, whereas stoppage of increment is in the nature of condemnation and has to be resorted to only in cases where there are particular grounds for condemnation. We, accordingly feel that provision of efficiency bar is essential to the system of time scale if not for anything else as a safeguard against loss of initiative and as a measure to encourage employees to put in their best. We agree with the Second Central Pay Commission who have held the view while dealing with the need for efficiency bars that a practical discrimination between satisfactory and unsatisfactory workers can be made. We have provided for efficiency bars in most of the scales and would recommend that Government should insist on the strict and just application of these bars and clear rules, allowing and disallowing them should be laid down so that the above objective is achieved.
- 22. Pay scales of Technical posts—Lastly we will like to add a few words regarding our general approach to the question of pay scales of Technical Posts. In the previous Chapter we have indicated how as a result of the serious recruitment bottlenecks which developed during the First Five-Year Plan period a Technical Pay Committee had been appointed in the year 1956 which submitted a report in the year 1958 and whose recommendations were given effect to from the 1st April 1958 and 1st June 1959. It is seen from the report of the Technical Pay Committee that they did not undertake any comprehensive review of the pay scales of all categories of Technical posts but confined themselves to revision of pay scales of posts in respect of which it was brought to the notice of the Committee that difficulties for recruitment were being experienced and which posts were connected with Five-Year Plan Schemes. This is clear from the definition of Technical Post adopted by the Technical Pay Committee which we reproduce below:—
- "The Committee received a large number of proposals in response to their request to the departments to suggest revision of scales of pay for technical posts under them. On scrutiny the Committee found that there was a general misconception regarding what constituted a technical post. The tendency was to treat all posts where some sort of specialised knowledge and training was necessary as technical. The Committee, therefore, had to define the technical posts at an early stage of the deliberations and limit the scope of their enquiry. We have laid down two criteria: firstly, a professional degree besides academic qualifications

should have been laid down as a condition precedent to the appointment of a person to the post; where certain training though of a technical nature in the accepted sense of the term is prescribed and is given after the appointment it may not be regarded as technical for the purpose of the enquiry. Secondly, the posts determined as technical on the above principle should be such that a sizeable number will have to be recruited against them for the execution of the Five-Year Plan and that recruitment has already become difficult."

- 23. Again the Committee did not apply any principle other than those which had been applied for fixing the pay scales of non-technical posts under the State Government in revising the pay scales for technical posts as connoted by them but only observed that they had found that the pay scales in vogue for technical posts were not either suitable or attractive and there was need for improving promotion prospects. In the net result they made distinction in entry and promotion scales for technical posts which fell within the definition adopted by them and suggested revised scales for certain categories of technical posts mainly by improving upon the existing model scale either by way of lengthening the scale or by providing for higher starting salary in the existing scale or by creating Selection Grade posts. While this has undoubtedly benefited such technical personnel whose cases fell within the definition of technical post and has given a measure of satisfaction to them it has not given any relief to the rest of the technical personnel, and, on the other hand, has created certain amount of discontentment amongst them as anomalies have arisen in the pay scales of technical personnel themselves. This is clearly evidenced from large body of protests made before us against the revision of pay scales made by Government on the recommendation of Technical Pay Committee by employees of Forest, Co-operation, Commerce, Education etc. Departments. We are not surprised at these protests received by us as the Technical Pay Committee's task was very limited and there was nothing wrong on their part in adopting a definition of Technical posts strictly limited and suited to the task in their hand. We, however, feel that recommendations made by the Technical Pay Committee should not preclude the consideration of revision of pay scales of Technical posts which did not fall within the definition adopted by them and the revised scale introduced by the Government on the recommendation of Technical Pay Committee should also be reconsidered by us when a general revision of scales of pay is being made by us. further find that as a matter of fact we have been specifically enjoined by the State Government to take into consideration the recommendations of the Technical Pay Committee. While we have duly taken into account these recommendations we have adopted the following general approach in respect of all technical posts including posts in respect of which recommendations were made by the Technical Pay Committee.
- 24. We find that with the adoption of the objective of Welfare State in recent times by the State Government there have been fundamental changes in the functions of the State and welfare and developmental functions have become much more important than they were before the adoption of this objective. We also believe that the scales of pay for different posts at any given time should reflect the varying degrees of responsibilities attached to the post and should also reflect sense of values of the Government which remunerates them. As with the increasing accent on development activities in the State, the duties of technical posts have increased and greater responsibilities have been cast on technical personnel and Government also attaches greater importance to the execution of Development Schemes, we, have, in suggesting revised pay structure given a greater order of increase in general in pay scales for technical posts engaged in nation building activities. By and large, however, our attempt has been to ensure that scales of pay and promotion prospects for these posts should not be less than those given to posts in the general line with comparable attainments and responsibilities and they are given the recognition which is long over due.

#### CHAPTER IV

### MINIMUM REMUNERATION

- 1. We have indicated in the last Chapter that the principle of minimum remuneration was accepted by the last Provincial Pay Committee and they recommended minimum remuneration of Rs. 30 for Class IV Government servants and minimum remuneration of Rs. 70 for middle class Government servants. It has been represented to us that the minimum remuneration fixed by the last Pay Committee is no longer adequate as prices have risen for beyond the expectation entertained by the last Pay Committee and that the last Pay Committee had not adopted any scientific basis for arriving at the above figures. We find that at present minimum remuneration of a Class IV Government Servant is Rs. 43. The various Associations and individuals who have sent replies to our questionnaire and memoranda to us have asked for minimum remuneration at a much higher rate than the pay at present drawn by lowest paid Government servants and have pleaded that it should be need-based and determined on the basis of the criteria laid down in the resolution of the 15th Labour Conference.
- 2. As regards the amounts suggested, we have received different proposals. The highest amount suggested is Rs. 120 and the lowest Rs. 50. In between these two suggestions minimum remunerations of Rs. 60, Rs. 75, Rs. 80, Rs. 90, Rs. 100 and Rs. 110 have been suggested by various Associations and individuals for the Class IV Government Servants.

We have also received a few suggestions to fix minimum remuneration for Class III Government servants, but there has not been widespread support for the idea and Associations and individuals who have made suggestions in this regard have refrained from indicating any definite amount as minimum remuneration for this class of employees. We feel that the questions whether minimum remuneration should be fixed for Government servants and if so, at what level and for which class of employees are very important. We have given our most careful consideration to these questions and indicate hereunder our decisions on these questions at some length.

3. In the last Chapter we have shown how it is necessary to take into account both Economic and social considerations in order to arrive at fair rates of remuneration for Government servants. The concept of minimum remuneration is the result of application of social consideration besides economic consideration to determining the rates of remuneration. According to this concept there should be a certain irreducible minimum level or bottom limit for remunerations below which no body will be paid irrespective of what is strictly justified only on economic considerations. The concept is of widespread applicability in the country, now. It has been applied to the determination of wages in a number of industries in the organised private sector. There is the Minimum Wages Act, 1948 which provides for fixing minimum wages in certain employment where 'sweated' labour is prevalent or where there is greater chance of exploitation of labour. These employments are mentioned in a schedule appended to the Act and are called scheduled employments. In common with the rest of the country the State Government has also fixed minimum wages for all these scheduled employments. In this connection, a copy of the State Government notification in which minimum wages for various categories have been prescribed, is given in Annexure I. So far as Government servants are concerned, as pointed out above, the last Provincial Pay Committee had accepted the concept and recommended minimum remuneration for Class IV and Class III Government servants.

- 4. In view of the above position with regard to concept of minimum remuneration and its applicability, we do not think the question whether minimum remuneration should be fixed for Government servants or not, is open to any controversy. In fact, no body has pointed out to us that the minimum remuneration should not be allowed to Government servants, on the other hand, all who have either written to us or appeared before us pleaded that minimum remuneration should be given.
- 5. Having decided that minimum remuneration should be allowed to Government servants the next question is to what class of employees and at what rates should minimum remuneration be allowed. So far as first part of the question is concerned, there is widespread recognition that it is only in case of lowest-paid employees that there is need and justification for fixing minimum remuneration. We are fully in agreement with this view and feel that theory of minimum remuneration can be of relevance only to the lowest level of employees and that once amount of minimum remuneration for the lowest category of Government servants has been worked out the rest of the pay structure should be worked out in accordance with the recognised differentials of pay fixation and the need for maintaining proper relativities, both horizontal and vertical, between different grades of employees and the resources of the State. It is however, the second part of the question i.e., at what rate should minimum remuneration be fixed which is open to much controversy. The last Provincial Pay Committee has not indicated how they arrived at the amount recommended as minimum remuneration but it seems that they fixed it taking into account the levels of remuneration in outside employment and economic conditions obtaining in the State. The yardstick used for fixing minimum wages in the Industrial field is the monthly budget of a standard working class family and the goods and services which are necessary to ensure for the members required standard of living. At present according to the Fair Wage Committee's conclusion the standard Indian Working Class family is taken to consist of a worker, his wife and two children, making in all three consumption units and o ly the earnings of the worker are to be taken into account in fixing the minimum wages. In the various proposals made to us minimum remuneration for lowest class of Government employees is sought to be fixed on this very basis. It has been widely urged before us that the minimum remuneration should be 'needbased' and fixed in accordance with the resolution adopted by the Fifteenth Session of the Indian Labour Conference in which certain norms for the guidance of all wages fixing authorities have been laid down. The norms given in the resolution of the Fifteenth Conference (copy enclosed in Annexure J) are as follows:—
- (1) That in calculating the minimum wage, the standard working class family should be taken to comprise three consumption units per earner.
- (2) That minimum food requirement be calculated on the basis of a net intake of 3,000 calories as recommended by Dr. Akhroyed for an average Indian adult of moderate activity.
- (3) That the requirement of cloth should be estimated on the basis of a *per capita* consumption of 18 yds. per annum which will give for an average worker's family of four a total of 72 yds.
- (4) In respect of housing, tent corresponding to the minimum area provided under Government's Industrial Housing Scheme should be taken into consideration and that fuel, lighting and other miscellaneous items should constitute 20 per cent of the minimum wage.
- 6. Keeping in view the above provisions of the Resolution of the Fifteenth Labour Conference some of the employees associations in their memorandum have worked out their demand for a minimum amount of remuneration in relation to

certain hypothetical family budgets and in relation to what they consider to be essential nutritional standards. To give an example the Class IV Government Servants Association has worked out the minimum requirement as follows:—

## COST OF 'IMPROVED DIET' ACCORDING TO Dr. AKHROYED

For Cuttack for the month of January 1960

(Vide P. 18 of "Nutritive Value of India Food and the Planning of Satisfactory Diets") Calory Value—2800 Calories.

Item	Quantity for consumption units in Oz. per day	Quantity for 3 units a month in seers	Average price on the 2.1.1960	Unit	Total cost
1	2	3	4	5	6
Cereals—		<del>:</del> -	Rs. nP.		Rs. nP.
Rice	14	33-12	0.48	Seer	15.90
Pulses		~ Fine	1		
Mung	3	8:44	0-72	Do.	6.08
Vegetable—		1	4.50		
Potato	6.80	19·13	0.48	Do.	9·18
Onion	2.00	5.82	0.48	Do.	2.70
Tomato	1:20	3.38	0.48	Do.	1.61
Other Items —			(27)		
Sugar	1.98	5.57	1.08	Do.	6-22
Gur	0.02	0.06	्यायने 0·48	Do.	0.02
Mustard Oil	1.61	4.53	2.00	Do.	0.06
Guntur Ghec	0.39	1.10	6.00	Do.	6.60
Milk	10.00	28.13	0.75	Do.	21.10
Fruits	3.00	8-44	0.50	Do.	4.22
Con diments (Chillies, Tur- meric and	•	2.11	2.31	Do.	4.87
Jira). Salt	0.75	2.11	0-09	Do.	0.19
Meat	0:40	1.13	2.31	Do.	2.61
Fish	2:60	7:31	2.50	Do.	18-37
Total .				-	108-53

This price of Rs. 108.53 nP. is for a total calory value of 2,940. But according to Dr. Akhroyod, a catory value of 2,800 is required.

Hence the cost of 2,800 calory value-

$$\frac{108.53 \times 2,800}{2,940} \times \frac{2,800}{1} = 103.30 \text{ nP}.$$

- 7. We have given our most careful consideration to the above demand of employees and have come to the conclusion that in the present day economic condition of the State it is not possible to fix minimum remuneration as the Employees' Associations would like us to fix. We believe that application of principle of minimum remuneration has to be subjected to limitations imposed by the general economy of the State and actual amount to be allowed as minimum remuneration should be arrived at not on the basis of certain hypothetical family budgets and nutritional requirement recommended by experts but by taking into account the general economy of the State, the *per capita* income of the State and the earnings of workers in other occupations in the State, etc.
- 8. As is well known Orissa is one of the more underdeveloped States in The per capita income of the State is perhaps, the lowest in the country. The recent Techno Economic Survey conducted by the National Council for applied economic research on the request of the State Government has revealed that the level of consumption the degree of monetisation and urbanisation, the proportion of factory employment to the working force, the per capita consumption of electrical energy all these indices of level of economic development point to a backward economy that has been lagging in the race for economic growth. We also find that existing level of minimum remuneration fixed for all scheduled employment (vide notification at Annexure I) are also low and do not compare unfavourably even with the existing rates of remuneration paid to lowest category of Government employees. Again from the statistics of rural wages of different classes of labour published in the Statistical abstract (copy enclosed in Annexure K) we do not find the earning in this Sector of State's economy, which sector incidentally is the largest in the State, to be in any manner better than the existing level of remuneration for State Government employees of the lowest category. We have also compared the existing rates of minimum remuneration prevailing in most of the bigger industrial establishments with those given to the Government servants and find, that, contrary to the common belief, they are not very much higher. In this connection we draw attention to Table relating to average per capita income of workers reproduced at Annexure L of our Report. It will be seen that average per capita income was 69.10 nP. in the year 1958, a figure much below the amount demanded by various Government Employees, Association as minimum remuneration. In view of the position discussed above we have come to the conclusion that minimum remuneration of Rs. 55 for the lowest grade employees who are at present in the time scale of Rs. 16—22 and draw a Dearness Allowance of Rs. 27 should be allowed. We believe this rate of remuneration to be fair both to the employees and the tax-payers. This constitutes an order of increase of Rs. 12 in the existing rate of emoluments at the lowest level and we are aware of the heavy financial burden which will be thrown on State's finances as a result of this recommendation of ours but we firmly believe that any amount lower than this will not be fair to the employees and as such even though financial burden thrown is very great we have decided to recommend this amount.
- 9. We would, however recommend in this connection that a thorough examination of the existing scales of requirement of various categories of Class IV Government servants in general and posts of Peons in particular should be undertaken by the Government and scales should be refixed in accordance with what is strictly necessary for the transaction of business in offices. We have reasons to believe as observed by the Punjab Pay Revision Committee, 1956 at page 6 of their Report that "at present owing to tradition, practice and ways of thinking of the past the Government is employing a very much larger number of peons than is really necessary for the work performed". We find that Madras Pay Commission has recently exhaustively gone into the question of need for peons and possibility for reduction in their number. We reproduce below the

main conclusions arrived at by the Madras Pay Commission and would commend them for consideration by Government for refixation of the existing scales of peons in the light of these conclusions as we find ourselves in full agreement with these conclusions except that complete withdrawal of residential peons may have to wait for some time in our State.

"The present ideas in regard to scales of requirement of peons are legacy of the past when labour was cheap and a man's position in society was decided directly by the number of retainers he had. These ideas need a radical revision and a bold and imaginative programme of reduction in the present strength of Peons has to be pushed through. The present scales of employment of peons in offices is reasonable, but in large offices, such as Secretariat, Board of Revenue and Offices of Heads of Department where there is concentration of offices within a compact area, there may be no need to provide a separate peon for every officer's room. As regards peons posted for duty at officers' residences, we feel that a distinction could be made between officers who are obliged to receive visitors at their residences on official business and those do not have to receive such visitors. In the City, Officers have seldom to receive visitors on official business at their residences, and with the expansion of the existing facilities of residential telephones to a larger number of officers in the City it will be possible also to provide for satisfactory arrangements for the disposal of urgent business outside We, therefore, recommend that no officer in the City including Secretaries to Government and Heads of Departments need be, given any peon for duty at his residence. In the districts telephone facilities have not developed to the same extent as in the City, and the officers have still to receive visitors on official business at their residences. We do not therefore recommend the withdrawal of residence peons for officers serving in the mufassal. Touring non-Gazetted Officers should be given personal peons only if they have 'coercive' functions to discharge such as collection of revenue and detection of offences. Non-Gazetted Officers of Development Departments should not normally need the services of personal peons. The programme of reduction of peons may be implemented without causing hardship to those already in service. The peons rendered surplus to requirements may be absorbed in future vacancies arising in the district in which they may be employed. We consider that the whole category of peons will eventually have to be reorganised into two main classes. One Class will attend to messenger duties, and also what may be compendiously termed, watch and ward duties, and the other class will assist the clerical staff and officers in routine work incidental to the despatcher of papers, etc., that is, the kind of work now entrusted to the Attenders".

We recommend that an examination on these lines should be undertaken by State Government and suitable reduction made.

- 10. We also feel that posts of Jamadars which do not serve any useful purpose and are out-moded, as, we find, that like the peons, they are also waiting attendants and are not in any way distinguishable from the peons in the performance of specific duties. We would like these posts to be discontinued altogether but as they are in promotional grades for peons and we do not want to disturb the existing incumbents, we do not recommend their immediate abolition and have provided the scale of Rs. 50—65 for these posts. We would, however, recommend that they may be gradually discontinued, and in their places posts of peons should be given.
- 11. We also see some possibilities for reduction in the number of peons at present utilised for personal delivery of letter by a more systematic use of postal facilities. In this connection we will also recommend that Government examine whether the present system of service of processes, etc., through the Process Server

can to certain extent be substituted by Postal Service and some reduction in Process Serving establishment made. One of us feels that consistent with the requirement of Law in this regard and by only modification of circulars and orders issued by the Government Process Serving establishment can be reduced considerably.

12. In the end, we would like to make it clear that our aim in making these recommendations is to emphasise the point that the peons with their present equipment and function have not much useful role to play in the transaction of business in Government offices and as such, their number should be kept down to the barest minimum.



#### CHAPTER V

#### **DEARNESS ALLOWANCE**

- 1. At present the salary of Government servants has two main components, viz., basic pay and dearness allowance, the basic pay being the stable element and dearness allowance being the fluctuating element in the salary. Payment of dearness allowance as a regular part of the salary of Government servants is of very recent origin and dates back to last War period when it was evolved as a device to protect real income of Government servants from the effects of rise in prices and given for the first time in the year 1940. We believe that whenever there is substantial and persistent rise in prices, there is normally a prima facie case, to a greater or lesser extent for grant of compensation to Government servants especially for those in the lower pay scales. In this sense dearness allowance can, therefore be described as a compensatory allowance. It follows from the above that when the prices are more or less stabilised there will not be any case for grant of dearness allowances. We also believe that it is not any and every case of fluctuation in prices which will justify grant of dearness allowance and that there should be no question for granting dearness allowance for fluctuation in prices which are of purely temporary nature and are not sizeable.
- 2. The question of dearness allowance has figured most prominently in the memoranda and replies to questionnaire received by us. Before we deal with the various points raised in regard to dearness allowance we give below a brief account of the manner in which dearness allowance has been allowed by State Government to various categories of Government servants from time to time.
- 3. The first step which was in the nature of grant of dearness allowance to their employees by the State Government was in the year 1940 when a scheme for grant of grain compensation allowance at the rate of Re. 1 per month to their employees in receipt of emoluments of Rs. 30 or less a month was introduced by the State Government. This grain compensatory allowance was made payable when the average retail price of rice in this State was about 9 standard seers a rupee. As there was no attempt in the scheme to try to alleviate the hardship to any specific proportion, not to speak of in full, even in case of low-paid employees drawing emoluments up to Rs. 30 to which category of Government servants this scheme was confined, naturally, the scheme met with criticism that it did not afford adequate relief against the hardship caused by soaring prices of food stuffs and other necessities of life. The State Government, therefore, sanctioned an allowance called "Dearness Allowance" with effect from the 1st August 1942 to Government servants on the following scales in pursuance of a fresh scheme drawn up by them and approved by the Government of India.

Rs.

- (1) Government servants drawing emoluments not exceeding Rs. 20 per month and all Police Constables.
- (2) Government servants drawing emoluments exceeding Rs. 20 but not exceeding Rs. 60 per month except Police Constables.

  5 per month Constables.

However even this scheme could not satisfy the needs of the situation, for any calculation which might have been made for alleviating the distress of Government servants scaused by increase in prices to a certain extent were

upset as a result of continued rise in price and consequent rise in the cost of living, with the result that the rates of dearness allowance were subjected to frequent revision at short intervals till the year 1947 when the matter was referred to the Provincial Pay Committee for examination and recommendation. The different rates along with the period for which they remained current during the entire period from the 1st August 1942 to the date of introduction of last Provincial Pay Committee's recommendation are given below.

4. The first revision during this period was made from 1st May 1943 under which the following rates of dearness allowance were sanctioned:—

(1) Government	servants drawing emoluments
up to Rs.	30 a month.

Rs. 4 per month

(2) Government servants drawing emoluments from Rs. 31 to Rs. 60.

Rs. 5 per month

(3) Government servants drawing emoluments Rs. 7-8 per month from Rs. 61 to Rs. 75.

These rates were revised with effect from 1st August 1943 and following rates were introduced:-

(1) Government servants drawing emoluments not exceeding Rs. 20 a month and all Police Constables.

Rs. 6 per month

(2) Government servants other than Police Constables drawing emoluments of Rs. 20 a month but not exceeding Rs. 60 a month.

Rs. 7 per month

(3) Government servants drawing emoluments exceeding Rs. 60 but not exceeding Rs. 100 a month.

Rs. 10 per month

Further revision took place in April 1944 and the following rates were introduced:-

(1) Government servants drawing emoluments not exceeding Rs. 20 a month and all Police Constables.

Rs. 7 per month

(2) Government servants other than Police Constables drawing emoluments exceeding Rs. 20 but not exceeding Rs. 60 a month.

Rs. 9 per month

(3) Government servants drawing emoluments exceeding Rs. 60 but not exceeding Rs. 150 a month.

Rs. 12 per month

These rates were again revised to Rs. 10, Rs. 12 and Rs. 15 or 17½ per cent of the emoluments whichever was greater respectively in respect of Government servants in categories 1, 2 and 3 above, and these enhanced rates were sanctioned with retrospective effect from 1st July 1944.

The last revision came with effect from 1st November 1946 when the State Government decided to grant additional dearness allowance as a measure of interim relief to low-paid Government servants drawing pay up to Rs. 300 a month at the following rates:—

(1) Government servants drawing pay at the rate of less than Rs. 30 per month including inferior Government servants, Police Constables and wholetime Contingent menials.

Rs. 5 per month each.

(2) Government servants drawing pay at the rate of Rs. 30 a month or above but not exceeding Rs. 60 per month.

Rs. 10 per month

(3) Government servants drawing pay at the rate of more than Rs. 60 per month but not more than Rs. 100 per month.

Rs. 8 per month each.

(4) Government servants drawing pay at the rate of more than Rs. 100 a month but not more than Rs. 300 a month.

Rs, 6 per month each subject to marginal adjust ment.

This was the position with regard to dearness allowance when the last Provincial Pay Committee was asked to examine and make their recommendations. It may be pointed out here that besides dearness allowance, war allowance at the above rate was also being granted to Government servants who were not in receipt of dearness allowance. It was allowed with effect from 1st July 1944 to Government servants at the rate of 10 per cent of their pay in case of matried officers drawing pay up to Rs. 1,000 a month marginal adjustments up to Rs. 1,100 and at the rate of 5 per cent of their pay in the case of single officers drawing pay up to Rs. 750 a month with marginal adjustment up to Rs. 788. These rates were, however, revised with effect from 1st January 1945 as follows:—

Married officers drawing pay up .. 17½ per cent of their pay to Rs. 1,500 a month.

Married officers drawing pay between Rs. 1,500 and Rs. 2,000 a month.

.. Rs. 263 with marginal adjustment up to Rs. 2,263.

Single officers drawing pay up to Rs. 1,000.

.. 71 per cent of their pay with marginal adjustments up to Rs. 1,075 a month.

On further consideration these rates were sanctioned with retrospective effect from 1st July 1944.

5. The last Provincial Pay Committee to whom the question of dearnesst allowance was referred for examination and recommendation took the view that basic salary should be given to Government servants with reference to level af which prices are expected to stabilise and should be supplemented by grant of dearness allowance so long as prices remain substantially higher than the level a which prices are expected to stabilise. Following the conclusions of the First Central Pay Commission they expected that the prices will stabilise at the level which will

give a cost of living index figure between 160—175 and taking the cost of living index figure of-August 1939 as 100 and the then prevailing index to be 260, they recommended the following rates of dearness allowance by slabs at different levels of pay and at diminishing rates at the cost of living index of 280, 260, 240, 220, 200 and 180:—

	Cost of living index figure							
Pay range	Pay range			240	220	200	180	160
1		2	3	4	5	6	7	8
Up to Rs. 44	••	16	14	12	10	8	4	
Rs. 45—100	••	22	20	18	16	12	8	
Rs. 101—150	••	24	22	20	18	13		
Rş. 151—200	••	28	24	20	18	14		
Rs. 201—250	•••	30	26	22	18	14		
Rs. 251-300	••	36	30	24	18	16		}
Rs. 301—500		40	34	28	22	16		
Rs. 501750		48	40	30	22			
Rs. 751—1,000	••	56	46	36	26			

It will be seen from the above table that they provided for increase of Rs. 4 in salary of Government servants for every increase of 20 points in the cost of living index with reference to which basic salaries were fixed by them. But this rate of increase in grant of dearness allowance was not uniform throughout for the increase in prices. To illustrate in case of lowest-paid Government servant it was to be at the rate of Rs. 4 up to cost of living index figure of 200 for every increase of 20 points and thereafter at the rate of Rs. 2 up to cost of living index figure of 260 beyond which the last Provincial Pay Committee did not expect the prices to go. Another feature of this scheme recommended by the last Provincial Pay Committee was that the slab system instead of percentage of pay was ad pted with a view to provide larger measure of relief to low-paid Government servants as compared to higher-paid Government servants and in pursuance of the objective that in case of classes of Government servants whose pay only enables them to live on marginal level in normal times, the allowance must be so fixed as to neutralise the effect of rise of prices. Thus under the rates recommended by the last Provincial Pay Committee there was a flat rate of Dearness Allowance for every pay Range, and the rate diminished proportionately as the pay range rose. The Committee also recommended that in the case of Government servants drawing pay above Rs. 1,000 a month the dearness allowance be discontinued altogether. But this recommendation of the Pay Committee was not given effect to by the State Government till the year 1953, when following the lead taken by the Government of India, State Government decided to stop giving dearness allowance to Government servants drawing salary above Rs. 1,000.

- 7. The last Provincial Pay Committee had made these recommendations mainly on the basis of conclusions arrived at by the First Central Pay Commission with regard to price trends and need for and the extent to which the dearness allowance should be granted. They, however, suggested lower rates of dearness allowance which course, they explained, was adopted with a view to keep down the cost. From the table given at page 38 of the last Provincial Pay Committee report and reproduced above it would appear that they wanted automatic adjustment in the dearness allowance if the cost of living index figure touched the point of 280, and, although not explicitly stated, perhaps endorsed the recommendations of the First Central Pay Commission that there should be automatic adjustment of dearness allowance to changes in the cost of living. The recommendation of the Pay Committee regarding the rates of dearness allowance was accepted by the State Government and given effect to with effect from 1st April 1947. As the cost of living went on rising in the subsequent period, Government were, however, compelled to grant an additional dearness allowance in the year 1951 to all Class IV Government servants at the rate of Rs. 5 per month and this concession was confined to Government servants drawing pay up to Rs. 300 a month and was given with effect from the 1st April 1952.
- 8. Subsequent to this period there was no increase in dearness allowance till 1956 when for a temporary period of four months a flat rate increase of Rs. 5 per month was sanctioned in November 1956 till 28th February 1957. This concession ceased to be in operation from the 1st March but as a esult of a scheme drawn up by the Government of India for rendering financial assistance to State Government to raise the emoluments of State employees, the State Government sanctioned the following increase in the dearness allowance of Government servants drawing pay up to Rs. 72 per month with marginal adjustment up to Rs. 74 so as to bring their total emoluments to Rs. 100. The present rates of dearness allowance in the State for the various categories of Government servants, therefore, are as follows:—

5

Pay rate	Standard D. A.	First additional D. A.	Second additional D. A.	Total
1	2	3	4	5
	Rs.	Rs.	Rs.	Rs.
Up to Rs. 33	14	5	8	27
Rs. 34	14	5	7	26
Rs. 35	14	5	6	25
Exceeding Rs. 35 but not exceeding Rs. 44.	14	5	5	24
Exceeding Rs. 44 but not exceeding Rs. 50.	20	5	5	30

Pay rate		Standard D. A.	First additional D. A.	Second additional D. A.	Total 5	
		2	3	4		
		Rs.	Rs.	Rs.	Rs.	
Exceeding Rs. 50 not exceeding Rs	but . 72.	20	5	3	28	
Rs. 73	••	20	5	2	27	
Rs.74	••	20	5	1	26	
Rs. 75—100	••	20	5	••	25	
Rs. 101—150	••	22	5	••	27	
Rs. 151—200	••	24	5		29	
Rs. 201—250		26	5		31	
Rs. 251—300		30	5	••	35	
Rs. 301—500	•• {	34	व जयते		34	
Rs. 501—750		40	•• ,	• • "	40	
Rs. 751—1,000		46	••		46	

<sup>9.</sup> It would be worthwhile mentioning here that although Government of India's scheme provided for maximum increase of Rs. 12 in the dearness allowance to Government servants whose emoluments would not exceed Rs. 250 the State Government did not take full advantage of the scheme because of the financial burden it would have imposed on its slender resources. In fact, no increase was sanctioned under the Scheme to persons drawing pay beyond Rs. 72 as the financial assistance made available by the Centre for increase in drarness allowance in respect of Government servants whose pay was above Rs. 72 was only in shape of loan.

<sup>10.</sup> Above is the up-to-date position with regard to rates of dearness allowance given at present. Now the question arises as to whether any circumstances exist for further revision of the dearness allowance and, if so, in what manner and to what extent it should be done. In the memoranda of various Service Associations and individuals we have received large number of requests for revision of the present rates of dearness allowance. The main circumstance which goes in favour of

and has been quoted in support of their demand for further revision of the rate of dearness allowance by various Service Associations and individuals is that the expectations entertained by the last Provincial Pay Committee on whose recommendations the present scheme of standard dearness allowance has been adopted have not materialised. Some service Associations and individuals have also stated that the very basis suggested by the last Provincial Pay Committee was defective in as much as utilising the conclusions of the first Central Pay Commission, the rates of dearness allowance adopted by the Committee were far lower than the rates recommended by the First Central Pay Commission. It has been pointed out to us that the rates of dearness allowance should be fixed on realistic assessment of the behaviour of prices and while most of the Service Associations and individuals will like us to remove present disproportion between basic salary and dearness allowance in certain categories of Government servants, a few of them will like us to altogether abolish dearness allowance and refix basic salaries with reference to current level of prices and Index of consumer prices. The Federation of Ministerial Officer's Association has suggested to us that basic pay should be fixed at cost of living index figure of 100 for 1949 which is equal to 360 for 1939 and all subsequent increase in price level may be neutralised and have further pointed out that at the end of 1959 the cost of living for Cuttack was 130 and is 125 at present and have suggested that for these uncovered 25 point dearness allowance of Rs. 15 up to Rs. 150 and Rs. 25 exceeding Rs. 150, should be given. They have also suggested that dearness allowance should be given to Government servants drawing pay up to Rs. 500.

11. There is no denying the fact that the level of prices has risen much beyond the expectations entertained by the last Provincial Pay Committee. It is also true that the current level of prices does not represent the normal situation and it is difficult to say that the prices will come down at any predictable futuer date. This being the position, we believe that it is necessary to have some scheme of dearness allowance but in a very much modified form in view of the permanent shift in price level over the level with reference to which present rates of basic salaries of Government servants have been determined. As stated above the last Provincial Pay Committee had assumed, that the prices will stabilise at a level which will give the cost of living index figure of 160-175. We find, that the Second Central Pay Commission after survey of the relevant factors has come to the conclusion that as a result of developmental planning adopted by the country the prices will have upward trend for some time to come although the possibility of fall in prices cannot be ruled out altogether. They have further observed that in any case there is a large element of uncertainty introduced in the behaviour of prices by the uncertain conditions of agricultural production and have held that continuance of dearness allowance as a separate element in the remuneration of Government employees is justified. They have also observed that any fall in prices as and when it occurs will not go below 100 as is clear from the following extracts from the report of the Commission :-

"While recognising that price fluctuations of substantial amplitude in either direction cannot be ruled out, we have considered whether there is a level below which a drop can reasonably be regarded as improbable, and we have come to the conclusion in which we are supported by some of our economist witnesses that the index is not likely to drop below 100. During the last ten years, the index fell below that level only in one year, i.e., 1955, when before the index reached the level of 92 the Government intervened to reverse the downward trend, and a number of measures were adopted, including modification of export duties and grant of permission to export foodgrains, in order to support agricultural prices. It is, therefore, reasonable to infer that in the interest of the national economy the Government will not, in future, permit prices to fall and remain for any length of time below the 1955 level if they can at all help it. We, however,

propose to determine the basic salaries in terms of the requirement at an index of 100 (which represents the consumer price level of 1949) and not of 92, which was the lowest point reached in 1955, or 96 which was the average for 1955. As we later explain, we are of the view that adjustment of remuneration should be made only if there is a substantial change in the price level; and thus, remuneration related to an index of 100 would not require adjustment even if the index fell to 90. As it is, a drop to the level of 90 appears highly improbable in the light of our past experiencee, and in the context of our economic development."

We are in full agreement with the above observation and conclusions of the Second Central Pay Commission and feel that it would be safe to assume that the general price level will not fall below the level reached in 1949 and that the basic pay for the different posts may be determined on this basis.

12. Having determined the level with reference to which basic pay should be fixed we proceed to determine the amount of dearness allowance and how it should be adjusted from time to time.

We find that the average of All-India Consumer Price Index number for the City of Cuttack from August 1959 to August 1960 has ranged between 116-130. We have, therefore, decided to fix total salary (pay plus D. A.) with reference to an index of 125-130 and as we have decided to fix basic pay with reference to requirements of an Index of 100 points the total salary will have to be split up as basic pay and dearness all wance in the ratio of 4:1. On this basis minimum remuneration of Rs. 55 which we have suggested for Class IV Government servants in the scale of Rs. 16—22 will have to be fixed as a basic pay of Rs. 44 and dearness allowance of Rs. 11. Although it is possible for us to work out the apportionment of total salary into basic pay and Dearness Allowance in the above proportion for other scales of pay, but, we find, that this method will give us an odd and complicated set of scales of pay which will not be rational to adopt. We have, accordingly, not worked out the apportionment of basic pay and dearness allowance in this manner for scales of pay given by us. This method of merger of dearness allowance with basic pay not being available to us we have carefully considered how best otherwise this merger could be brought about. Both with a view to have a rational pay structure as well as to relate the rates of dearness allowance for State Government employess to those sanctioned by the Central Government, we have decided to recommend that rates of dearness allowance should be same as for Central Government employees and thereafter the basic pay should be fixed. We are aware that this will result in fixation of basic pay at a little higher level than would be the case under the other method of apportionment of total emoluments into dearness allowance and basic salary, but. we feel, it is both advantageous as well as desirable to keep our rates of dearness allowance at par with Central rates of dearness allowance. We find that having lower rates of dearness allowance for State Government employees, as has been the practice so far, introduces an unjustifiable element of discrimination in view of the fact that effect of rise in prices on real incomes of State Government and Central Government employees is the same. Further we have been influenced in our above decision by the fact that the Index of consumer prices for Cuttack has been higher throughout during the year 1960 than the All-India Index of Consumer Prices. This calls for, according to us, for having rates of dearness allowance at least at par, if not, higher than the rates allowed by Centre but on account of variety of practical consideration we have decided to recommend only parity with the Central rates of dearness allowance. Consistently with our above approach to the question of rates of dearness allowance for State Government employees we would also recommend, that, if, our above recommenda. tion is accepted and if at any future date the Central Government rates of

dearness allowance are modified corresponding modification should be made in the rates sanctioned for State Government employees and State Government should urge upon the Central Government that any subsequent changes which they wish to make in the present rates of dearness allowance should be made by them in consultation with State Government and in case of any increase proposed to be given by the Central Government for their employees, financial assistance should be provided to State Government to enable them to sanction corresponding increase to their employees. We feel there should not be any objection by the Central Government to this arrangement on account of the fact that ultimately the fiscal and monetary policies laid down by the Central Government for the country as a whole determine the bahaviour of prices and further there is the recommendation of the Second Central Pay Commission that the present disparities between the emoluments of Central and State Government employees call for restraint and the stand taken by us as explained elsewhere that question of improving the emoluments of State Government employees and removing disparities in their emoluments should be treated as a national problem. We feel in the above context it should be the duty of the Central Government to see that these disparities are not allowed to widen as a result of unilateral of Allowances variations in the rates Dearness for employees only. As regards the question of adjustment Government of Dearness Allowance we have indicated above that in view of a variety of practical considerations it will be better to make such changes in the rates of dearness allowance as will be made by Central Government. In this connection it has been pointed out to us by many who have written to us that a definite link should be established between Dearness Allowance and cost of living and there should be automatic adjustment for variations in price levels. In support of this view practice in the industrial field has been quoted. We find that question of automatic adjustment of rates of Dearness Allowance to changes in price level has been examined exhaustively by the Second Central Pay Commission who on balance of considerations have opined against any such adjustment. We are in full agreement with the conclusions of Second Central pay Commission and have decided not to recommend automatic adjustment.

13. Following the revised rates of dearness allowance allowed to employees of Central Government we recommend that employees drawing pay up to Rs. 300 in the revised scales suggested by us should be allowed dearness allowance as below:—

Basic pay below Rs. 150

.. D. A. Rs. 10

Basic pay of Rs. 150 and above but below Rs. 300.

.. D. A. Rs. 20

We also recommend that there should be marginal adjustment for employees drawing a pay of Rs. 300 and above but below Rs. 320. Further as we have recommended this dearness allowance at All-India Consumer Price Index for Cuttack of 125-130 points, following the recommendations which Central Pay Commission has recorded in this regard, we recommend that these rates should continue unless Index falls below 100, and, that, if during a period of twelve months the Index remains on an average of ten points above 125-130, the Government should review the position and consider whether any increase in dearness allowance should be given and, if so, at what rate. If, thereafter the Index falls below 100 by the same margin and for the same period that is average of 10 points over a year, the position should be similarly reviewed and appropriate According to above recommendation of ours the State adjustment made. Government employees drawing a pay of above Rs. 300 will not get any dearness allowance. In their case, the entire remuneration should be in the form of

salaries which appears reasonable in the present conditions on a consideration of factors such as rate of turn-over comparison with outside rates and internal relativities within the service. This recommendation of ours should ordinarily have necessitated it if for us to make recommendations and revision of scales of pay of all categories of posts irrespective of the pay limit but in view of the position discussed in Chapter I we have confined ourselves to recommending revised scales only in such cases as clearly fell within our terms of reference and for the cases of Government servants not dealt with by us we recommend that Government should take separate steps to arrive at revised scales of pay in accordance with our recommendation. The Member-Secretary and Shri R. C. Misra, who, however, have differed with the Committee regarding giving specific views on consequential changes, have given the revised scales for all categories of posts irrespective of pay limit in their note appended to the report. We also recommend that those in the pay range of Rs. 300 to Rs. 400 should in future adjustment of Dearness Allowance to meet rise in prices in the manner indicated by us, be classed with those getting a pay below Rs. 400 and case of those in the pay ranges of Rs. 400 and Rs. 1,000 should be considered at the appropriate time, while those getting pay of more than Rs. 1,000 should not be given any Dearness Allowance.



#### **CHAPTER VI**

## FINANCIAL RESOURCES OF THE STATE

We are required by our terms of reference to take into account the financial resources of the State and demands that will be made thereon for implementing the Second and Third Five-Year Plan in making our recommendation.

We have made a review of the State finances in general from the year 1947-48 i. e., the year in which the last pay revision of the employees of various categories of State Government was made and in particular from the year 1951-52 i. e., the year in which the first Five-year Plan was introduced. The revenue and expenditure figures for each year from 1947-48 up to 1959-60 are as given in the Statement below:—

YEAR	RECEIPTS		EXPENDITU	JRE	SURPLU	S DEF	ICIT
1947-48	604.34	lakhs	584·45	lakhs	(十)	19.89	lakhs
1948-49	643.64	,,	757.82	"	( <del>`</del> )	114.18	12
1949-50	1,081.73	1,	1,170.89	"	( <del></del> )	89-16	<u>.</u>
1950-51	1,031.11	,,	1,200.99	"	()	169.88	-
1951-52	1,196.43	,,	1,085.79	79	(+)	110.64	**
1952-53	1,262 09	99	1,151.56		(+)	110.53	**
1953-54	1,226.98	1)	1,320.67	Edda,	( <del></del> )	93.69	3)
1954-55	1,399.04	,,	1,548.27	Siday.	( <del></del> )	149.23	**
1955-56	1,611.37	,,	2,319.48	3888	<b>(</b> —)	708.11	2)
1956-5 <b>7</b>	1,655.62	"	2,273.82	#100 m	( <del></del> )	618.20	12
1957-58	2,203.47	,,	2,347.55		(—)	144.08	99
1958-59	2,747.79	,,	2,587.05	22	(+)	160.74	22
1959-60	2,856.11	"	2,872 18	"	( <del></del> )	16.07	27

It will be seen from the above statement that there has been considerable increase both in revenue and expenditure of State since the last major pay revision was undertaken by the Government in the year 1947. Nevertheless it has been a period of financial strain inasmuch as there have been revenue deficits for all the years except in the years 1951-52, 1952-53 and 1958-59 when there have been nominal surpluses. The deficits have been in particular heavy in the year 1955-56, 1956-57 and it is only since 1957-58 that there has been some improvement largely due to increased resources made available under the award of the Second Finance Commission. Another fact which is noticeable from the above statement is that period of budgetary deficits for the State has coincided with the period of increased developmental activity under the First and Second Five-Year Plan period, as there has been an unbroken line of deficit budgets since the year 1953-54, excepting for the year 1958-59. This amongst other things is indicative of burden thrown on the financial resources of the State as a result of completion of plan schemes and addition to committed expenditure of the State and rapid increase in development expenditure. The broad trends in the expenditure of the State Government have been recently analysed National Council of Applied Economic Research. They have found that "the expenditure on revenue account has increased from 121.9 millions in 1950-51 to Rs. 261.8 millions in 1957-58 and the development expenditure has increased from Rs. 76.9 millions in 1950-51 to Rs. 136.5 millions in 1957-58, and the rise in developmental expenditure is rapid especially since 1954-55".

As regards the composition of expenditure under revenue account, the National Council of Applied Economic Research has made a study of the

expenditure on revenue Laccount in Orissa in comparison with All-India figures for expenditure since the year 1951-52 which is reproduced below:— TABLE 4

XIV. Composition of Expenditure on Revenue Account of Orissa and all States-Percentage Distribution

					Orissa							All States	utcs		
		1951- 1952	1952- 1953	1953- 1954	1954- 1955	1955- 1956	1956- 1957	1957- 1958	1951- 1952	1952- 1953	1953 <b>-</b>	1954 <b>-</b>	1955 <b>-</b> 1956	1956- 1957	1957-
1. Direct demands on Revenue	:	0.8	1.6	12.0	12.2	9.6	13-1	11-2	8.7	9-1	9.3	10-4	5.6	9.4	2
2. Irrigation	1	9.4	7.3	2.0	3.1	1.9	2.9	1.5	4.4	4.0	4.0	4.1	3.8	3.7	3.5
3. Debt Services	:	:	:	:	6	8.0	2.0	3-1	0.1	0.4	9.0	0.4	1.0	1.4	3.1
4. General Administration	:	11.6	10.7	111-7	14:5	16.4	12.6	9.5	9.8	8.2	7.7	8.1	7.4	7-4	4.5
5. Police	:	13.0	12.4	11.4	6.6	7.2	0.8	7:3	14.0	12.7	11.9	11.2	8.6	8.6	10.1
6. Other Administrative Services	:	4.1	4.0	3.5	3.2	2.2	2.4	2.3	4.8	4.6	4.2	3.9	3.3	3.4	3.3
7. Total Administrative 4, 5, 6 Services	:	28-7	27.1	5.97	27.6	25.8	23.0	19:1	27-4	25.5	23.8	23.2	20-5	50.6	21.3
8. Education	:	11.9	13.2	13.6	12.6	0.11	13.0	13.5	15.5	15.9	16.4	17.0	17.0	18.3	19.2
9. Medical and Public Health	:	6.5	7.0	7:1	6.1	2.0	5-4	0.9	7.4	7.3	7.3	7.4	7.7	7.9	9.1
10. Other Social Services	:	7.7	7.1	59	6.4	5.7	7.4	10-5	6.9	6.5	7.2	6.4	6.7	9.9	6.9
11. Total Social Services	:	26.1	27.3	5.92	25.1	21.7	25.8	30-0	29.8	29.4	30-9	30.8	31.4	32.8	33-7
12. Industries	:	4.8	5.5	8.4	5.8	9.9	8.8	7.7	3.6	3.1	3.0	3.2	36	4.8	4.9
13. Civil Works		16.6	14.6	14.2	12.4	8.2	0.8	10.6	9.01	11.3	10-2	10.7	10.9	8.5	. 7.3
14. Other Expenditure	:	9.9	9.1	1.01	14.0	26.4	16.4	16.8	15.4	17.2	18.2	17.2	19:3	18.8	17·1
Total	:	100.0	100.0	100.0	100.0	100.0	100-0	100-0	1000	100.0	100.0	100.0	100.0	100.0	100-0

It can be seen from the above Statement that the proportion of expenditure on Administrative Services has fallen since 1951-52 both in Orissa and All-India. In 1957-58, it was 19·1 per cent in Orissa as against 21·3 per cent in All-India. Further the fall in the proportion of expenditure on Administrative Services has been greater in Orissa than in case of All-India. It is also seen from this Statement that proportion of Revenue expenditure on Social Service has risen from 26·1 in 1951-52 to 30·0 in 1957-58. In the words of National Council of Applied Economic Research 'on the whole, the share of what may be called development expenditure is seen to have been increasing since 1951-52".

On the Revenue side the National Council of Applied Economic Research has found that total Revenue has increased from 103·1 million in 1950-51 to 307·0 million in 1959-60 and have made on analysis of major components of revenue between 1950-51 and 1959-60 as in the Table below:—

Relative increase in major component of Revenue between 1950-51 and 1959-60

Nature of the Service.	1950-51	Per cent of whole	1959-60 B. E.	Per cent of total	Per cent of rise between 1958-59
1	2	3	4	5	6
	É		3		
State Taxes	51.0	49.5	82·4	26.8	62
Shared Taxes	14.2	13.8	57:4	18.7	304
Grants from the Centre	11-6	11:3	89.0	29.7	667
Other sources of Non- tax Revenue.	26.3	24.4	78-2	25.2	195
Total	103·1	100.0	307.0	100.0	198

It is clear from this table that there has been an increase of grants from the Centre by 700 per cent and the share of Central Taxes has increased by 300 per cent whereas the increase in State taxes has been only 62 per cent. In the words of 'Council "the yield of State taxes has not kept pace with the rapidly rising expenditure on development and the State is more dependent on grants and Central taxes" We further find from functional analysis of State's budget made by the Council for the year 1951-52 and 1957-58 that they have following observations to make:—

"Development expenditure as a whole has fallen from 75 per cent of the total in 1951-52 to 62.8 per cent of the total in 1957-58 though the absolute amount spent on Development Heads had increased by about 95 per cent. Non-development expenditure has increased by as much as 247 per cent raising the share of latter category to 37 per cent of the total from 25 per cent in 1950-51". They, however, further observe that "it is interesting to consider the couses for this greater rise in non-development expenditure. The rise in the cost of collection of taxes and in the cost of Civil Administration has been quite modest. The relative shares of these two items have actually fallen from 2.3 to 1.4 per cent and from 16 to 9.8 per cent respectively".

These are the broad trends of State's budgetary position at present. An indication of broad trends during the next five years is also available by now as the decision regarding the size of Third Five-Year Plan has been taken. We find that it has been decided to have a plan of the size of 160 crores for the Third Five-Year Plan period. It has been estimated that the financial resources of State during the Third Plan period at the existing level of taxation will be of the order of 144.80 crores and the normal expenditure will be of the order of 116,19 crores plus the committed expenditure on completion of Second Five-Year Plan Scheme which is estimated to be 34.57 crores and special committed expenditure of Rs. 3 19 crores. Over and above this for all the public loans to be raised from the open market and the loans to be taken from the centre including small savings loans for fiancing schmees in the Third-Five Year Plan the debt service charges are estimated at Rs. 12.21 crores. According to this there will be a deficit of 21.36 crores during the Third Five-Year Plan. As against this it is expected to raise the following income from the following resources by way of additional taxation.

	Figures in Crore	
Sales tax including sales tax on Diesel Oil	• •	2.15
Irrigation rates	• •	2.25
Special increase of Revenue	• •	4.04
Abolition of subsidiary interests	• •	·· <b>87</b>
Tax on passenger and goods	• •	1.30
Canal toll	• •	.90
i rohibition	• •	7.50
YAJTAT		19.01

It will be seen that even after additional taxation envisaged under the Third Five-Year Plan period is raised, the revenue deficit cannot be wiped out. As regards capital account it has been estimated that State will make a net contribution of Rs. 26.66 crores. Thus on both the Revenue and capital account net contribution of the State to the financing of the Third Five-Year Plan will be of Rs. 54.67—21.36=24.37 crores. A further sum of Rs. 4 crores is also proposed to be raised from additional taxation after getting Taxation Enquiry Committee Report.

It is against this back ground that we have examined the question of increase in emoluments of employees of State Government. It is clear from the above analysis that the position of the State in regard to financial resources is very tight and much expenditure cannot be incurred on account of improvement in emoluments of employees consistent with the needs of development, and the demands of Third Five Year Plan. But it is equally clear that the percentage of expenditure on Administrative service has been falling in the past few years and inspite of this tight financial position the question of improvement of emoluments has to be boldly faced and improvements within the reasonable limits have to be allowed. Taking a balanced view of the situation and fully realising that although there is great need to put restraints on consumption expenditure, yet, it is not desirable to depress the current levels of consumption, we have formulated our various recommendations and suggested both imporvement in the existing scales of pay as well as conditions of services of employees of various categories, of State Government the minimum of whose scale is Rs. 250 or less and of the employees of local bodies and under aided educational institutions. The total immediate cost of our recommendations comes to Rs. 2 crores annually

We find that during the Second Plan period which period was marked by absence of any major pay revision. State Government has incurred a total expenditure of about Rs. 2,90 crores on account of second additional dearness allowance which was granted from 1957-58. The pay of Primary School teachers and teachers of aided secondary schools were revised during this period. This revision resulted in an additional expenditure of Rs. 62 lakhs. Considering this also, additional expenditure which will arise as a result of our recommendations seems to be reasonable. Further we hope that just as the Second Finance Commission recommended increased transfer of resources from the Centre to the State, the Third Finance Commission will make similar recommendations and there will be considerable increase in the resources of the State Government as a result of the award of Third Finance Commission and course of implementation of our recommendation by the State Government will be very much facilitated.

point would that at present there In the end we out assistance for improving the emoluments of is a scheme of Central employees of State Government, Local Bodies and Institutions which was announced in the year 1957-58 and under which the State Government has granted the second additional dearness allowance to its employees and employees of Local Bodies and Aided Institutions. We find that State Government have not taken full advantage of the scheme. The assistance under the scheme has been offered for the Second Five-Year Plan period both in the shape of grant and loans. According to it in cases where the total emoluments including the increase granted do not exceed Rs. 100 it is open for the State Government to claim assistance by way of grant from the Centre and in cases where the total emolument is above Rs. 100 and does not exceed Rs. 250 in shape of loan. We feel, that, it should be open for the State to claim assistance to the full extent in accordance with the scheme in respect of increase, recommended by us in such cases which fall under the scheme. We, therefore, recommend that the State Government may take up the question with the Central Government. As a result of this there will be some reduction in the cost to be incurred by State Government indicated by us elsewhere for implementing our recommendations regarding scales of pay.

सन्यमेव जयते

#### **CHAPTER VII**

## SCALES OF PAY OF CERTAIN COMMON CATEGORIES OF POSTS

- 1. Before we take up the detailed discussions of revision of scales of pay of various posts in the different departments of Government we discuss the scales of pay of certain common categories of post in this Chapter. We find in each office there is generally a certain number of Class IV Government servants and above them are certain ministerial posts which may either be involving original or supervisory duties. Keeping this common pattern of organisation of all offices in view, we deal hereunder with the following categories of Class IV and ministerial employees under the State Government in the offices of Heads of Departments and District and Subordinate offices:—
  - (1) Peons
  - (2) Daftries
  - (3) L. D. Clerks
  - (4) U. D. Cierks
  - (5) Typists
  - (6) Stenographers
  - (7) Head Assistants
  - (8) Superintendents or Registrar or Manager
- 2. Peons—The existing scale of peons in all the offices is Rs. 18—24 and the peons in offices of Heads of Department get starting salary of Rs. 20 in the above scale. In our Chapter on minimum remuneration we have already indicated that in case of Class IV Government servants the minimum remuneration of Rs. 55 should be given and have indicated in our Chapter on dearness allowance that the scale of Rs. 45 -1-55 should be given to all posts at present in the existing scale of Rs. 16-1-22 on consideration of the duties and responsibilities attached to the post of Peons as compared with the duties assigned to posts at present in the scale of Rs.  $16-\frac{1}{2}-22$ , we recommend that peons in all offices including Secretariat should be given the same scale of pay as recommended by us for post in the scale of Rs. 16-1-22 and the present practice of giving higher starting pay to peons in Secretariat and offices of Heads of Departments should be stopped. As we are suggesting a considerably better scale, we have elsewhere examined the question of reducing the number of peons and made certain concrete suggestions. We urge that Government may give their earnest consideration to these suggestions. In this connection we have found that in many offices there are posts of Zamadars in the higher scale of Rs. 24-34, we have commented upon the practice of entertaining posts of Zamadars while examining the question of reduction in the number of peons. We would urge that relevant recommendations made by us may be considered and necessary action taken.
- 3. Daftries—The existing scale is Rs. 24—34. The appointment to these posts are made from amongst peons and other Class IV Government servants by promotion. Considering the duties and responsibilities attached to the post and the scale recommended by us for peons, we recommend the scale of Rs. 50—65 for these posts.

- 4. Lower Division Clerks—One of the largest single group of employees under State Government consists of Lower Division Clerks. At present they are in the scale of Rs. 55—95 in the offices of Heads of Departments and the scale of Rs. 50—90 in the District and Subordinate offices. The minimum qualification prescribed for those in the offices of Heads of Departments is Intermediate while for those in District and Subordinate offices it is Matriculation. It has been urged before us that the present distinction in the scales of pay of these posts should be removed in these two offices. We have discussed the question of parity in the scales of pay of different offices at some length while dealing with similar demand made before us in respect of equalisation of scales of pay for certain posts in the offices of Heads of Departments and Secretariat and indicated our general stand in the matter. Consistent with our general stand, we do not agree that there is a case for equalisation of the scales of these posts and considering the qualification prescribed and nature of duties and work involved in these posts in these two offices, we recommend the revised scale of Rs. 90—150 and Rs. 80—135 respectively in the offices of Heads of Departments and in the District and Subordinate offices. In suggesting the revised scale we have duly taken into account the fact that considering the present organisation of offices and staffing pattern obtaining in them, the efficiency of any Department to a considerable extent depends on the attainments and devotion to duty of this class of Government servants. We will further suggest that as there is widespread complaint about the declining standards of efficiency of this class of Government servants, the Government should simultaneously with the fitting of these posts in these scales as recommended by us, introduce a scheme of training and examination on the lines of one already in existence for Assistants in the Secretariat. We believe that while the scale suggested by us for these posts should be able to attract the persons of requisite calibre and retain them in their jobs. It is only through a system of training and examination on the lines indicated by us above that the other requirement of enriching the attainment of this class of employees can be achieved.
- 5. Upper Division Clerks—The next higher category in ministerial service is that of Upper Division Clerks. They are now in the scale of Rs. 70-100 in the District and Subordinate Offices and in the scale of Rs. 90-120 and Rs. 125-185 in the Offices of Heads of Departments. Considering the duties and responsibilities attached to these posts and the fact that these posts mainly constitute the promotion outlet for the post of Lower Division Clerks, we recommend the revised scale of Rs. 110-155 for posts of Upper Division Clerks in District Offices and the scales of Rs. 115–180 and Rs. 155–250 for Grade II and Grade I Upper Division Assistants in offices of Heads of Departments. In this connection we will deal with the widespread complaint made to us that the chances of promotion available to the ministerial staff in different offices are unequal and the demand that in the interest of having a contented and efficient hand of ministerial employees the promotion chances for them in different departments and Offices should be equalised. We have discussed the general question of equality in promotion prospects in our Chapter on 'Promotion Prospects'. In view of the large number of complaints made to us about the paucity of promotion posts for the ministerial cadre, we collected figures regarding distribution of clerical posts between Upper Division and Lower Division in different Departments of the Government. In this connection statement enclosed in Annexure M to our report may be seen. It will be seen from the statement that the proportion of posts in the Upper Division to those in the Lower Division varies widely among different departments of Government. We feel that this situation is not conducive to efficiency and consistently with our general stand on the question of promotion posts we feel that the present unequal distribution of Upper Division and Lower Division posts among the different Departments of Government should be removed and besides

the steps recommended by us elsewhere we recommend that the proportion of posts in the Upper Division to posts in the Lower Division should be raised in these Departments where it is now very low. It is obviously difficult to lay down any rigid proportion in regard to this matter as it will have to be determined on a detailed analysis of duties attached to ministerial posts in different Departments. In this connection we find that the last Provincial Pay Committee had considered this question and recommended that the post in the Upper Division should be created in the ratio of 1:2 for the posts in the Lower Division. We find that State Government has at present prescribed that there should be ratio of 50: 50 in Lower Division and Upper Division posts in the Secretariat and Heads of Department Offices but no such provision for District Offices of various Departments has been made and even the above recommendation of the last Provincial Pay Committee has not been given effect to. This has as is clear from the Statement given in Annexure M made the position of promotion prospects in District Offices comparatively much unfavourable for District Offices. Taking a very broad view of the matter and considering the practice obtaining in the Secretariat and the suggestions received by us from the Board of Revenue in this regard, we recommend that there should be a proportion of 1:2 between Upper Division and Lower Division posts in all District Offices. In making these recommendations, we wish to point out that we have fully taken into account the financial implication involved and believe that a generous proportion between Upper Division and Lower Division posts will more than justify the additional cost involved as it will provide the ministerial staff with incentive for efficiency. We also wish to point out here as discussed by us in our Chapter on Promotion Prospects that at present even within the same Department chances of promotion from Lower Division to Upper Division often vary as promotions are confined to units within which vacancies arise, the units being either a Region or a District and in some cases even different branches of the same office. In our Chapter on Promotion Prospects we have recommended that there should be no restriction on vertical movement of staff within a Department. Here we suggest that a general review of the working of this unit system in different Departments should be made and the present rules may be recast so as to provide for promotion to higher posts such as Upper Division from as large a group of employees as possible and our suggestion for having a cadre of Lower Division posts for each district throwing up the Upper Division and higher posts for all should be considered and implemented to reap the full benefit of a generous provision of Upper Division posts and enhanced scales of pay recommended by us for these posts.

7. Typists—As regards the Typists the existing scale for them in district offices is the same as for L. D. clerks namely Rs. 50—90 as there is no separate cadre of Typists in district offices whereas in the offices of the Heads of Departments and Secretariat the Junior Grade Typists are appointed in the above scale with a starting salary of Rs. 56 and there are also posts of Senior Grade Typists in the scale of pay of Rs. 85—115. The Typists' Association preferred a memorandum to us urging the followings:—

The Typists' cadre should be merged in the cadre of Lower Division Assistant to constitute its lowest rank and qualification for recruitments should be revised to either secondary education with knowledge of typewriting or Intermediate with the condition of learning typewriting as a part of their departmental examination or in the alternative during first three years of service there should not be any distinction between a Junior Grade Typist and Lower Division Assistant and in the fourth year of service Junior Grade Typists and Senior Grade Typists should be eligible for (1) promotion to Upper Division Assistants, (2) Senior Grade Typists who are in charge of Issue Section and are given charge allowance at present for the extra duties performed by them should be given the scale of pay which should be equal to the scale of pay of Junior Head Assistants in the Secretariat.

8. We have examined the qualifications prescribed for filling up the posts of typists and find that besides being Matriculates like the L. D. Clerk they are to know typewriting. We also find that it is a fact that they do not have adequate chances of promotion. Considering the points raised by the Association and qualifications and responsibilities attached to the post, we recommend the following scale:—

Junior Typists in Heads of Departments Offices and Secretariat. Rs. 80 - 135 with starting salary of Rs. 95.

Senior Grade Typists .. Rs. 115—160

We find that constitution of a separate cadre for typists is not desirable as it leads to lot of difficulties such as lack of promotion prospects. We find that it will be better if as in the district offices there is common cadre of Typists and L. D. Assistants and the typists are recruited only in one grade. only difficulty in having a common cadre seems to be to be the difference in qualification prescribed. We feel that for qualification typists could be raised to Intermediate. If, however, for some reasons, Government find it difficult to accept above recommendations we would recommend that typists after three years of service should be given the option to be deputed to the clerical cadre subject to their passing the recruitment examination prescribed for recruitment to L. D. Assistants posts so as to enable them to acquire sufficient knowledge and gain experience in the clerical line and qualify themselves for promotion to higher grade along with others so that chances of promotion for L. D. Clerks are thrown open to them and they do not stagnate as typists throughout their careers.

9. Stenographer—At present there are three grades for Stenographers in the following scales:—

1. Stenographer, Grade I .. Rs. 155-250

2. Stenographer, Grade II Rs. 100—150

3. Stenographer, Grade III .. Rs. 85—115

We have examined the qualifications prescribed and nature of their duties and responsibilities. In view of the special and arduous nature of duties performed by them we recommend the following revised scales:—

1. Stenographer, Grade I .. Rs. 185—325

2. Stenographer, Grade II .. Rs. 145—195

3. Stenographer, Grade III .. Rs. 115—160

In this connection we also recommend that the Stenographers sanctioned for the post of District Magistrate and Sessions Judges should be Grade I instead of Grade II as is the case at present. Similarly we recommend that Sub-Judge, who are at present given Grade III Stenographer, should be given Grade II Stenographers.

10. Head Assistants—Next we will take up the scales of pay of Head Assistants. These are supervisory posts and at present are in the scale of Rs. 125—185 in Second Class Districts and in the scale of Rs. 155—235 in First Class Districts and in the scale of Rs. 185—235 in the offices of Heads of Departments. We have considered the question whether there is need for

maintaining distinction in the scales of pay of some of the ministerial posts on the basis of classification of districts into Grade I and Grade II and are of the view that there is no justification for maintaining this distinction. Considering the duties and responsibilities attached to these posts, we recommend the revised scale of Rs. 185—300 for post of Head Assistants in all Districts offices and the scale of pay of Rs. 230—310 for Head Assistants' posts in the offices of Heads of Department.

11. Superintendent—Above the Head Assistants in various offices are the supervisory posts of Superintendents. These are filled up by promotion from the ministerial staff and are of very great importance in the organisation of various offices. At present there are two scales of pay for these posts in District Offices, namely Rs. 235—300 and Rs. 185—235 for First Class and 2nd Class Districts respectively whereas for Heads of Department the scale is Rs. 260—330 except the Superintendent of Board of Revenue and Revenue Divisional Commissioners' offices, who have been given the special scale of Rs. 310—435. Considering the important nature of duties performed by incumbents of these posts, we recommend the revised scales of Rs. 325—395 for the Superintendents in the Heads of Departments except in the Board of Revenue and Revenue Divisional Commissioner, which post we have dealt with elsewhere in the Report and the scale of Rs. 300—395 for Superintendents in all district offices, the present distinction in the scales of pay of Superintendents of Class I and Class II Districts being abolished.

सत्यमव जयत

## CHAPTER VIII

# PAY SCALES AND CONDITIONS OF SERVICE OF INDUSTRIAL EMPLOYEES UNDER THE STATE GOVERNMENT

At present there is no definition of the term industrial employees as distinguished from non-industrial employees, but usually such of the staff in various departments to which Factories Act, Workmen's Compensation Act and Payment of Wages Act apply are treated as industrial employees. We collected information regarding Pay scales and service conditions of industrial staff from various Departments and find that only in the Government Press and Jobra Workshop there are industrial staff of any significant size. There is large number of Industrial staff under the Hirakud Dam Project also but as the dam was taken over only on the 1st April 1960 by State Government whereas the information on the basis of which we have proceeded relates to the 31st December 1959 we have not taken into account posts under Hirakud Dam and have not made any recommendation for revision of scales of pay for posts under Hirakud Dam. Further, we understand that a portion of the staff have been given Central Government scales which are personal to them and for some of the posts for which scales have been sanctioned by State Government they are subject to revision in the light of recommendations to be made by us. In view of this also we have considered it unnecessary to suggest revision of scales of pay for posts under Hirakud Dam Project. We would, however, recommend that scales of pay for various posts under Hirakud Dam excepting those which have been given Central scales of pay should be reviewed by the Government in the light of principles of salary determination enunciated by us and scales of pay recommended by us for similar posts in other Departments and offices under the State Government.

2. From the information furnished to us by the various departments in regard to Industrial staff under them we find that even though the Factories Act has been applied to certain establishment no attempt seems to have yet been made to formulate separate rules or principles for governing the conditions of service and pay scales of the industrial staff and, by and large, the scales of pay of the industrial staff are same as sanctioned for non-industrial staff and same principles for determination for pay scales as are applicable to non-industrial staff have been applied to the industrial staff. This is also borne out by the fact that the last Pay Committee did not make any such classification as non-industrial and industrial employees and suggested common principles for determination of pay scales for both industrial and non-industrial staff under the State Government except that in the case of Government Press the State Government decided that the question of revision of their pay scales should not be referred to the Provincial Pay Committee but instead a Special Officer was appointed who recommended the scale of pay specially suited to the industrial staff in the Government Press. Even in this case ultimately, however, Government did not adopt the scales suggested by him and fitted the industrial staff of Government Press in the model scales recommended by the last Provincial Pay Committee. Apart from this attempt to treat the industrial staff on a different basis from the non-industrial staff, we find that the Technical Pay Committee which went into the question of technical posts while considering such of the posts in industrial establishment as fell under the categories of technical posts recommended revision of certain scales of pay in the light of the principle of market value, cost, efforts and time taken in acquiring the skill and proficiency in a particular

trade, factors which they considered are of greater importance in determining remuneration of Technical workers of the Artisan categories as distinguished from non-industrial workers.

As regards condition of service, the Industrial staff are governed more or less by same conditions as the non-industrial staff except that in addition the Industrial staff are subject of provision of Factories Act and have right to form Trade Union, right to payment of overtime allowance, etc.

- 3. Against the above position regarding the prevailing practice of treating only those who are governed by the Factories Act as Industrial workers and not having by and large any separate set of rules for determining the pay scales and conditions of service of the industrial staff, we discuss below the need and desirability of having a separate set of rules for regulating the pay scales and conditions of service for industrial staff as distinguished from non-industrial.
- 4. As pointed out above the prevailing practice is to treat the staff to which the Factories Act, 1948 applies as industrial staff and only after the appointment of Technical Pay Committee a clear distinction between the technical and non-technical posts has emerged. But we find the Technical Pay Committee had defined the technical posts in a manner particularly suited to the task in their hand and it was not based on the nature of duties or the application of the labour legislation. We have checked up the position with regard to classification of staff into industrial and non-industrial in the Centre and find that Central Pay Commission has not adopted such a classification, but on the other hand, has pointed out that "so far we are aware the terms industrial and non-industrial civil servants have not been defined by the Central Government. The Industrial Disputes Act no doubt applies to certain categories of Central Government employees and not to others, but classification made on that basis would not have represented the real position. The Central Pay Commission have adopted a simpler classification separating from the general body of civil servants such of them as are manual workers employed in workshops, which, they observe, with a few possible minor exceptions can be regarded as factories as defined in the Factories Act, 1948. It will thus appear that the Workshop staff dealt with in the report of the Central Pay Commission more or less approximate to the industrial staff as indicated above. We have, therefore, taken industrial staff to be only such staff as is subject to the Factories Act.
- 5. The first task to which we have to address ourselves after defining the industrial employees, however, is the principles on which the remuneration of industrial staff as distinguished from non-industrial staff should be fixed. We had included a question in our general questionnaire to ascertain opinion on the desirability and propriety of differentiating between the employees of industrial and commercial departments of Government and employees of non-industrial or non-commercial side in the matter of pay determination (vide question No. 4 of the questionnaire, Part I issued by the Committee). We received quite a number of replies to this question. The opinion, however, was rather divided and on perusal of replies although it is difficult to indicate the exact pattern of opinion, yet the general sense of replies seems to be that there should not be separate principles, but while fixing actual pay scales such factors as degree of skill, number of working hours and risk involved should be taken into account. We agree with the general sense of replies received by us on this question and accordingly suggest that the general principles for determination of scales of pay of non-industrial staff such as minimum remuneration for the lowest category

of the staff, fair comparison of the rates of remuneration for such staff with the rates prevailing in outside employment for comparable staff, vertical relativities between different grades etc. should be applied with equal force to the industrial employees as well. It is, however, while fixing actual pay scales and going into the details of salary determination of the various categories of industrial staff that there will be difficulties as discussed below.

- 6. A rational pay structure for the Industrial employees has to be evolved with detailed reference to all such factors as assessment of the work-load, degree of skill required, market value and the time and money spent for the purpose of acquiring this skill. Constituted as the Committee is we could not make any assessment of the existing work-load and degree of skill required for different jobs. Again we have not been able to go into such question as are usually raised in connection with the determination of salaries of Industrial staff, namely, whether there should be only two categories of industrial staff e.g., skilled and un-skilled or there will be three or more categories of industrial staff e.g., skilled, un-skilled and semi-skilled and in the case of latter what should be the standard of differentiating the emoluments of workers of different grades. As discussed in the earlier portion of the Chapter we do not find any conscious attempt to these effects in any of the establishments of Government whose staff can be treated as industrial according to the definition adopted by us. Such a rational pay structure for the industrial staff, therefore, has to await the adoption of this classification in industrial establishments under the State Government and as the number of Industrial staff under the State Government is bound to multiply in days to come, we recommend that the methods of recruitment and promotion followed in such establishments should be such as to give due weight to above considerations and particularly recommend that selection for various grades should be made on the result of trade tests and it should be a condition precedent for eligibility for promotion, even though seniority may thereafter influence the selection. Specifications of such test will of course vary according to the nature of an industry or according to nature of operation in different shops or branches within the same industry. We also recommend that in the industrial establishments under the State Government the Government should introduce system of job evaluation wherever the number of employees of industrial establishments justify such a measure as a step towards having a rational pay structure of industrial employees.
  - 7. In view of the above approach to the question of pay scales and conditions of service of Industrial staff, we have examined the existing structure of the staff treated by us as industrial in the light of general principles evolved by us for determination of salaries of non-industrial staff, representations made by the employees' associations and suggestions of the Heads of Departments and proposed revised scale with due regard to the order of increase proposed for comparable grades of non-industrial employees and without trying to classify the workers into skilled, semi-skilled and highly skilled etc., which can only be done by experts and which we have recommended should be done in the various industrial establishments of the State Government. We have, however, taken good deal of guidance in the matter of revision of pay scales of industrial staff from the recommendations made by the Artisan Sub-Committee of Technical Pay Committee in respect of various Artisan posts under the State Government. In this connection it may be pointed out that we feel in the case of industrial employees of the lowest category the same minimum remuneration of Rs. 55 as recommended by us for lowest grade non-industrial staff should apply. Further we have suggested more than one scale of pay for most of the Artisans posts as we find that is necessary to give different scales on the basis of degree of skill etc.

possessed by persons in different trades and as most of the industrial staff under the State Government belong to Artisans category these recommendations will apply to them. This we have done with a view to provide necessary element of flexibility in matter of fixation, of pay scales of various categories of Artisans posts and Industrial staff. While we have indicated the revised scales for various Artisans posts in various Departments which we consider justified considering the existing scales and qualifications laid down by the Artisans Sub-Committee or otherwise available we will recommend that under the present position where classification of workers into skilled, semi-skilled and un-skilled on the lines discussed by us above does not exist, in cases of doubt, the Head of the Department should be given the option to choose one of the scales recommended by us for a particular trade and adopt it in consultation with the Finance Department.



#### CHAPTER IX

## PAY SCALES OF DIFFERENT DEPARTMENTS

In this Chapter we shall deal with the pay scales of various posts in different Departments. We have examined the pay scales of all existing posts in different Departments as they stood on the 31st December 1959 according to the factual information supplied to us by the various Departments. We have dealt with the staff entertained at the Secretariat level at one place, but the staff entertained under various Heads of Departments has been dealt with separately under each In some cases, however, where the functions of Heads of Department. Department and Secretariat are combined we have shown entertained in connection with Heads of Department office under the Secretariat. Further while recommending the revised scales of pay for various posts we have given only the minimum and maximum of the revised scales both in the Statement of revised scales of pay for each Department included in Appendix 'A' attached to our Report as well as in each Chapter, while discussing the revision of pay scales of particular posts under each Department. We are enclosing a list of revised scales of pay recommended by us in Appendix 'B' attached to our Report wherein the increments and various stages in particular scales of pay have been made which may be referred to while introducing the revised scales.

## SECRETARIAT

1. At present the business of the State Government is transacted through the following departments which are generally responsible for particular subject or subjects assigned to each of them:—

सत्यमव जयत

- (1) Political & Services
- (2) Planning & Co-ordination
- (3) Home
- (4) Finance
- (5) Revenue and Excise
- (6) Education
- (7) Health
- (8) Development
- (9) Industries
- (10) Mining and Geology
- (11) Commerce
- (12) Labour
- (13) Law
- (14) Works and Transport
- (15) Supply
- (16) Tribal and Rural Welfare

A department is an organisational unit consisting of a Secretary as the administrative head and principal Adviser of the Minister on all matters of policy and administration through the whole range of his duties. For the efficient and expeditious disposal of Government business the Department is divided into sections and branches. A Secretary is normally in charge of one Department or more than one according to the degree of responsibilities and work load assigned to each Department. Though powers have not been formally delegated to Deputy Secretary, Under or Assistant Secretaries for disposal of cases, ordinarily cases covered by rules and routine matters are disposed of by Assistant or Under-Secretaries and cases involving question of policy or otherwise important are referred to higher officers e.g., Secretary or Additional Secretary through the Joint or Deputy Secretaries. A Section or a Branch consists of ore Senior or Junior Head Assistant, two Grade I Upper Division Assistants, two Grade II Upper Division Assistants, and five Lower Division Assistants. A Leave Reserve Assistant is allowed at 10 per cent of the total number of Head Assistants and Assistants. An Assistant is sanctioned on the basis of 1,000 receipts per annum. The Upper Division and Lower Division Assistants are sanctioned at a ratio of 50:50 basis. The Upper Division Grade I and Grade II posts are also sanctioned on the above basis. A Head Assistant (both Senior and Junior) are sanctioned for nine Assistants.

2. There are at present 13 grades which make up the structure of the Secretariat. These are as follows:—

aint.	These are as follows .—	180	
(1)	Chief Secretary .		1
(2)	Secretaries .	9	11
(3)	Additional Secretaries .	•	4
(4)	Joint Secretaries	2	4
(5)	Deputy Secretarics .	D	26
(6)	Under-Secretaries .		29
(7)	Assistant Secretaries .	Į.	12
(8)	Registrars .		4
(9)	Head Assistants (Senior)		40
(10)	Head Assistants (Junior)		49
(11)	U. D. Assistants, Grade I	•	219
(12)	U. D. Assistants, Grade II		201
(13)	Lower Division Assistants	•	385
		•	

There are also the following common categories of posts which form necessary adjuncts to the Secretariat Establishment:—

- (1) Stenographers and Personal Assistants
- (2) Recorders, Assistant Recorders, Diarists
- (3) Pasting Clerks
- (4) Record Suppliers
- (5) Daftries, Jamadars
- (6) Peons including literate Peons
- (7) Conservancy staff, e.g., Farash and Sweepers

The superior posts above the rank of Deputy Secretaries to Government are filled up by All-India Service Officers. The posts of Deputy Secretaries are also filled up by All-India Service Officers but certain quota has been reserved to be filled up by promoted ministerial officers of outstanding merit and Orissa Administrative Service, Class I Officers. The posts of Under-Secretaries to Government are filled up by promotion from among the rank of Assistant Secretaries or by members of other services including All-India services. The posts of Assistant Secretaries are filled up by promotion from among Registrars, Senior or Junior Head Assistants. The posts of Registrars are filled up by promotion from among Senior or Junior Head Assistants. The posts of Senior Head Assistants are filled up by promotion from Junior Head Assistants. The posts of Junior Head Assistants are filled up by promotion from Grade I Upper Division Assistant and latter posts by promotion from Grade II Assistants and the Grade II Assistants' posts are filled up by promotion from Lower Division Assistants. Direct recruitment is made to the posts of Lower Division Assistants by a competitive test through the State Public Service Commission. The minimum qualification required to fill up the posts of Lower Division Assistants is Intermediate in Arts, Science or Commerce. Besides we find that in certain cases the duties of Head of the Department and Secretariat duties have been combined and some staff in the Heads of Departments scale of pay is entertained in case of such Department. We have while making recommendation for revision of scales of pay of these posts maintained this distinction and scales of pay for posts in the Secretariat at present and in Heads of Departments in such cases are same as recommended by us for similar posts in Secretariat and Heads of Department Offices. Further we have found that some Departments are running some Training Institutes. We have shown the revised scales for posts entertained in connection with these Institutes in the general statement relating to Secretariat.

3. With these observations we proceed to examine below the pay scales attached to various posts in the Secretariat.

Before taking up the discussion we may however, point out that Federation of the Ministerial Officers' Association submitted a memorandum to us giving suggestion for revision of the scales of pay of posts in the Secretariat as below :--

Name of the posts

(2)

Scales of pay proposed by the Federation

(1) 1. Senior Head Assistant Rs. 365-20-465

2. Junior Head Assistant Rs. 310—10—330—15—375

3. Grade I U. D. Assistant Rs. 215--10-245-15-335

4. Grade II U. D. Assistant Rs. 150—8—190—10—210

5. Legal and Drafting Assistants Rs. 225—10—275—15—335—20—475

6. Cypher Assistants Rs. 225—10—245—15—335

7. Record-Keeper Rs. 340—15—415

8. Assistant Record-Keeper, Librarian Rs. 180—8—220—10—230—15—245 and Gazette Assistants.

9. Lower Division Assistants Rs. 120—5—140—7—175

(2)

(1)

10. Senior Diarist Rs. 120—5—160 Despatcher,.. Rs. 100-3-130 11. Junior Diarists, Recorder and Record Clerks. Rs. 180-8-220-10-230-15-245 12. Senior Caretaker 13. Caretaker Rs. 110—5—140—7—175 14. Assistant Ceretaker Rs. 100-3-130-4-150 15. Pasting Clerk Rs. 100—3—130—4—150 16. Senior Auditor (1) Rs. 235—10—245—15—445 subject: to passing prescribed test. Ditto (2)Rs. 215—10—245—15—335 for others 17. Junior Auditors(1) Rs. 175—5—265—10—285 subject to passing prescribed test. Ditto **(2)** Rs. 150-8-190-10-210 for others 18. Senior Record Clerks Rs. 140-5-175 19. Junior Record Clerks Rs. 105-5-145 20. Receptionists Rs. 120-5-140-7-147 21. Assistants to Translators Rs. 215—10—245—15—335 **(1)** Ditto (2) Rs. 150—8—190—10—220

Besides, the Federation also demanded abolition of the posts of Upper Division Grade II Assistants and Junior Head Assistants and instead suggested that all Grade II Upper Division Assistants should be given the same scale of pay as Grade I Upper Division Assistants and all the Junior Head Assistants given the scale to be recommended for Senior Head Assistants.

We also received memoranda from Orissa Secretariat and Heads of Department, Low Paid Employees' Association and representations from the Librarian and Record-keeper, Stenographers' Association, Typists' Association and also met the representative of Orissa Secretariat Association.

Further we also received a communication from Political and Services Department pointing out the existing difficulties in regard to filling up Lower Division Assistants' posts in Secretariat and requesting us to take this factor into account while recommending revised scales of pay for the post of Lower Division Assistant in particular and other posts in the Secretariat in general.

4. We have carefully considered all the suggestions and points raised before us and other relevant factors such as importance of work in the Secretariat, responsibilities and nature of duties assigned to each post, qualifications laid down etc. and indicate below the revised scales for main categories of posts in the Secretariat.

## Name of the posts

## Scales of pay recommended

1. Under-Secretaries (when filled up by promoted ministerial officers).	Rs. 480—675 plus special pay as admissible to members of other services holding the posts of Under-Secretaries.		
2. Assistant Secretaries including Principal, Secretariat Training Class.	Rs. 480675		
3. Registrars	Rs. 450—550		
4. Senior Head Assistants	Rs. 350—440		
5. Junior Head Assistants	Rs. 300—395		
6. Grade I Upper Division Assistants including Cypher Assistant.	Rs. 185—300		
7. Grade II Upper Division Assistant	Rs. 125—190		

8. Lower Division Assistant .. Rs. 90—150 (four advance increments in cases Graduates are appointed).

It will be seen that we have not done away with the two grades at Upper Division Level for Secretariat Assistants and at Head Assistants level as urged before us by the Federation of Ministerial Officers' Association. We find that these gradations are serving useful purpose inasmuch as besides being responsible for some amount of economy in expenditure they act as incentive for improvement in efficiency. We believe that there are various posts in the Secretariat in which work is less complicated and intricate than others and an intermediate scale of pay of Lower Division Assistant and Upper Division Assistant will be suitable for such posts. As regards maintaining distinction between Junior Head Assistant and Senior Head Assistant we believe it is necessary to do so, as one continuous scale instead of two short scales will not be conducive to efficiency. Further there is the fact that in actual practice Senior Head Assistants are put in charge of branches where the work is comparatively more intricate or more important. Lastly we will like to deal here with the point which has been repeatedly urged before us, namely, that the existing disparities in the pay scale of various posts in the offices of Heads of Departments and those in Secretariat are not justified and should be removed, as they offend against the principle of "equal pay for equal work". We have elsewhere in the report commented upon the scope and application of "equal pay for equal work" as well as the manner of its applications. We do not think this feature of pay scale of the Secretariat that certain post in it get higher pay than their counterparts in other offices offends against the principle of equal pay for equal work. We find that till recently the qualification for recruitment at the lowest level was higher for posts in the Secretariat. Besides the nature of work in the Secretariat is much more important than that in the Heads of Department and District Offices. It is the Secretariat which has to examine the reports from the Heads of Departments and prepares the material in the light of which Government can frame its policies. Secretariat also reviews the progress of work of Heads of Departments and translates policies of Government into intelligible orders besides assisting the Ministers in their legislative work. Further the assistants in the Secretariat have to deal with cases for consideration by high officials and Ministers anticipating arguments for and against a particular proposition, whereas assistance rendered by the Ministerial staff in the Heads of Departments offices is not of the same nature as indicated from the account of main functions of Heads of Departments given below.

5. Under the present set up of Government a Head of Department is responsible for (1) Departmental activities, (2) proper estimate of expenditure, (3) acting as a Technical Adviser to Government, (4) carrying out the research and experiment programme and improving the departments' techniques of work, (5) training the departments' officers in those techniques, (6) Inspecting the execution of work by departmental district staff, (7) allocating grants according to rules and making budget reappropriations within the prescribed limits, (8) making within approved rules all appointments, confirmations, postings, transfers and promotions of all non-gazetted subordinate officers including also sanctioning leave and making acting arrangements, (9) exercising disciplinary powers over all subordinate officers according to rules, and (10) advising the Public Service Commission on matters of technical appointments and promotions, etc.

We, therefore, feel that the work in the Secretariat is of greater importance and the existing differences should be examined in the light of qualifications and nature of work. We however, find that there are certain posts of routine nature in the Secretariat in which the existing differences are not necessary. Further we find that extent of differences can be reduced in view of larger delegation of powers to the Heads of Departments in recent times. Accordingly we have suggested revised scales for posts in the Secretariat in line with our general approach indicated above.

A complete list of revised scales of pay recommended by us for all the posts at present existing in various Departments of the Secretariat are shown in Statement No. 1 included in Appendix 'A' to our report.

## ASSEMBLY SECRETARIAT

- 1. It attends to the work relating to Legislative Assembly, reporting of proceedings and settling of the procedural issues that arise in the Assembly. Drawal of salaries and daily allowance for M. L. As., etc., are also part of the work of the Legislative Assembly Secretariat. The Secretariat of the Orissa Legislative Assembly was, since the separation of this State from Bihar, under the administrative control of the Home Department. On the 26th September 1958 it was decided by Government that the Secretariat of the Orissa Legislative Assembly should, under Article 187 of the Constitution, be made independent under the administrative control of the Speaker of the Legislative Assembly who would be the final authority on all matters and materials connected with the Orissa Legislative Assembly and the Speaker and the Secretary of the Orissa Legislative Assembly Secretariat shall in respect of administrative and financial matters pertaining to the Orissa Legislative Assembly Secretariat exercise the same powers and discharge the same functions as are exercised and discharged respectively by the Minister in charge of a Secretariat Department of the Government and the Secretary thereof and the Ministerial staff who used to enjoy the scales of pay sanctioned for such staff in the offices of Heads of Departments have been brought over to the Secretariat scales of pay with effect from the above date.
- 2. With these remarks we discuss at length the seales of pay of more important posts special to the Department and falling within our terms of reference.

Assistant Secretary (Rs. 200—700)—At present the scale is Rs. 200—700. Qualification prescribed is Graduate in Law and post is either filled by direct recruitment or by promotion from amongst Assembly Secretatiat staff. Considering the qualification prescribed and duties and responsibilities attached to this post we recommend the revised scale of Rs. 260—780.

Committee Officer (Rs. 450—600)—The post is filled up by members of Orissa Secretariat Service having experience in working of Financial Committee. The present scale is same as for Assistant Secretary in the Secretariat. We recommend that the post be given the revised scale recommended by us to Assistant Secretary i.e., Rs. 480—675.

Editor of Debates (Rs. 200—700)—Qualifications prescribed are M. A. in 2nd Class with experience in editing. We recommend the revised scale of Rs. 260—780. We also recommend that instead of direct recruitment to the post so far as possible the post should be filled up by promotion from amongst suitable staff in the Assembly Secretariat.

Librarian (Rs. 200-460)—Qualifications prescribed are Graduates having diploma in Library Science. Considering the qualifications and responsibilities and duties etc., attached to the post we recommend the scale of Rs. 230—500.

Sub-Editor (Rs. 175—350)—Qualifications prescribed are Graduates having experience in editing. Considering the qualifications, duties and responsibilities attached to the post we recommend the revised scale of Rs. 230—500.

Reporters (Rs. 175—350)—The Reporters of Assembly have preferred a Memorandum before us indicating that the present scale is highly inadequate. They have asked for a scale of Rs. 200—500. Considering the duties of the post and scales allowed by us for comparable posts and promotion prospects we recommend the revised scale of Rs. 230—500. We also recommend that Chief Reporter should draw pay in the scale of pay recommended for Reporters and special pay of Rs. 50 should be given to him as at present.

Marshal (Rs. 100—180)—Qualifications prescribed are Matriculation having training in Police and Army. Considering the qualifications and duties attached to the post we recommend the revised scale of Rs. 125—220.

3. The revised scale of pay recommended by us for the rest of the posts in the Department are shown in Statement No. 2 included in Appendix 'A' of our Report.

## AGRICULTURE DEPARTMENT

- 1. The Director of Agriculture is the Head of the Department. He is assisted by one Joint Director, 6 Deputy Directors (including one Deputy Director, Soil Conservation) and a Joint Director of Agricultural Engineering. There are the following four main wings in the Department:—
  - 1. Directorate and Extension
  - 2. Research
  - 3. Engineering
  - 4. Soil Conservation

There is also an Agriculture College run by the Department.

2. Agriculture Department has been given very important place in the development of State's economy. The allocation in the State's Second Five-Year Plan Scheme under agricultural productions was Rs. 225.44 lakhs. It is proposed to make provision for Rs. 520 lakhs in the Third Five-Year Plan. We have fully kept in mind the developmental activities of this Department and the need for having staff of requisite calibre as well as in required number to implement the various schemes of agricultural development while revising the scales of pay of the various posts.

3. With these remarks we discuss below the scales of pay of some of the main categories of posts which are special to the Department. We find that the scales of pay for the various posts in Directorate and Extension, Research and Agricultural College carry common scales with few exceptions whereas scheme of scales of pay in the Engineering and Soil Conservation Wings are different. We shall, therefore, deal with the scales of pay of main categories of these posts separately in this Chapter. We take up the posts in the Directorate, and Extension, Research and Agriculture College first.

Fieldman Demonstrator (Rs. 30-39)—Fieldman Demonstrator is the last link in the chain of agricultural administration and is responsible for the supply of seeds, manures etc., to the cultivators and advises them on the scientific methods of cultivation etc., and sees to the actual implementation of host of other schemes of agricultural development sponsored by the Department. The qualifications prescribed are a pass in Fieldman Demonstrator's Training course and recruitment is made from those who have passed this course. There is no minimum educational qualifications prescribed as such but normally M. E. pass persons are appointed. We understand the training course for Fieldmen Demonstrators is for six months and is arranged by Government and candidates go through the The promotion outlets are to the posts of course at their own expense. Agricultural Sub-Overseers. The Director of Agriculture has proposed the revised scale of Rs. 50—90 for this. Considering the qualifications, nature of work and degree of responsibility and the suggestion made by the Director we recommend the revised scale of Rs. 65-80 for this post.

Agriculture Sub-Overseers (Rs. 50—90)—Next above the Fieldman Demonstrators are the Agricultural Sub-Overseers. At present there are two categories of Agricultural Sub-Overseers trained and untrained. The trained Sub-Overseers are in the scale of Rs. 50—90 and untrained in the scale of Rs. 45—65. They are appointed from amongst the Fieldman Demonstrators by promotion as well as by direct recruitment from amongst successful candidates of Agricultural Sub-Overseers' Training which is for 11 months and for which minimum educational qualification is Matriculation but under-Matrics are being taken. They are promoted to the post of Agricultural Overseers. The Director has recommended a scale of Rs. 70—100 and the Agricultural Officers' Association has asked for a scale of Rs. 90—120. Considering all aspects of the matter we recommend the revised scale of Rs. 80—135 for trained Agricultural Sub-Overseers and the scale of Rs. 70—95 for untrained Agricultural Sub-Overseers.

Agricultural Overseers (Rs. 155-250 for trained)/(Rs. 85-115 for untrained)

(Junior Research Assistant, Field Assistant, Farm Superintendents, Farm Managers, Assistant Biochemist, Assistant Agronomist, Assistant Fruit Technologist).

Next above the Agriculture Sub-Overseers there are Agriculture Overseers. They are at present divided into two categories, namely, Graduates and non-Graduates. The Graduate Overseers enjoy the scale of Rs. 155-250 and non-Graduates are in the scale of Rs. 85-115. The work of Agriculture Overseer is of crucial importance and the quality of recruits at this level is of great the posts in the Department most of importance filled up by promotion from amongst them and Agriculture Supervisors. The present scale for Agriculture Graduate Overseer's post has been recommended by the Technical Pay Committee. Prior to this, it was Rs. 120—250. The Subordinate Technical employees of the Agriculture Department in their memorandum, preferred before us, have asked for a scale of Rs. 175—380. Their contention is that the Agriculture Graduate takes about 16 years to do

B.Sc. Agriculture and have claimed parity with Veterinary Graduate, Medical Graduate and Engineering Graduate. We have considered the point raised by the Association and are unable to agree that there is a case for fixing the pay scale of Agriculture Overseers at par with Medical or Veterinary or Engineering Graduates, apart from the fact that time taken for acquiring degree in Agriculture is less as compared with these services, educational or technical qualification alone cannot be the basis for fixation of pay scales. Nature of duties, degree of responsibilities, promotion, prospects are other relevant factors which have to be taken into account. Considering all these aspects we recommend the revised scale of Rs. 185—300 for Graduate Overseers and the scale of Rs. 125—220 for non-Graduate Overseers.

Agriculture Supervisor (Rs. 175--305)—(Research Assistant, Senior Agronomist, Senior Botanical Assistant, Senior Chemical Assistant, Senior Research Assistant, Senior Mycological Assistant, Senior Entomological Assistant, Assistant Plant Protection Officer, Soil Survey Officer, Agricultural Assistant.)

Next above the Agricultural Overseers are Agricultural Supervisors. They fill up posts of great importance in the research and extension wings of the Agriculture Department and are promoted to class II posts in the Department. The qualifications required are post-graduate degree in Agriculture subjects. The present scale has been recommended by the Technical Pay Committee in 1958. Prior to this the scale was Rs. 155—250. The Association of Subordinate Technical Officers of Agriculture Department have pleaded for a scale of Rs. 250—15—310—25—460 for this post. We feel there is need for making scales of pay more attractive in the Agriculture Service to attract persons of requisite calibre. In view of this and in view of the order of increase already allowed by the Technical Pay Committee we recommended the revised scale of Rs. 195—385 for these posts.

District Agricultural Officers (Rs. 360—700)—(Assistant Director, Economic Botanist, Plant Protection Officer, Biochemist, Fruit Technologist, Turmeric Research Officer, Cotton Development Officer, Sugarcane Specialist, Agricultural Research Officer, Agriculture Information Officer, Soil Chemist, Oilseeds Development Officer, Technical Officer, etc.).

District Agricultural Officers are next higher grade of officers who are responsible for the administration of Agriculture Department in various Districts all over the State and supervise the work of Agriculture Overseers and Supervisors. These posts are filled up by promotion and there is no direct recruitment. The Technical Pay Committee has recently revised the scale from Rs. 200—700 to Rs. 360—700. Considering the heavy and important duties which are attached to these posts and the need for recruiting persons of requisite calibre to the post in the Agriculture Department we are of the view that the scale needs to be upgraded. Considering, however, the order of increase already allowed by the Technical Pay Committee, we recommend the revised scale of Rs. 370—780.

Assistant Agricultural Engineer (Rs. 260 - 700)—We recommend the same revised scale as for Assistant Engineers in Works Department.

Mechanical Engineering Overseer (Rs. 120—250)—As the qualifications prescribed for the post and duties and responsibilities attached to the post are same as those attached to the post of Overseers in Works Department we recommend the revised scale as recommended by us for Overseers in Works Department.

## SOIL CONSERVATION WING

4. Soil Conservation programme was originally initiated under the Administrative control of Director of Forests in the year 1953 but in July 1956 it was transferred to Agriculture Department. The main categories of post in this Wing of the Directorate are:—

1. Deputy Director, Soil Conservation	••	Rs. 690—860
2. Soil Conservation Officer		300860
3. Assistant Soil Conservation Officer	• •	200-700
4. Senior Soil Conservation Assistant	••	155—250
5. Soil Conservation Assistant		120-250
6. Junior Soil Conservation Assistant	••	5090
7. Senior Instructor	••	175305
8. Junior Instructor	, •	155250

5. We discuss below the scales of pay for the posts which fall within our terms of reference in detail:—

Junior Soil Conservation Assistant (Rs. 50—-90)—Qualifications prescribed are Matriculation with 6 months, training in the Soil Conservation Training School. In view of the qualifications prescribed and duties attached to the post we recommend the same scale as recommended for Agriculture Sub-Overseers (Trained) i.e., Rs. 80—135.

Soil Conservation Assistant (Rs. 120-250)/(Rs. 155-250)-Qualifications prescribed are B.Sc. or B.Sc. Ag. or Diploma in Civil Engineering or Ranger Training at Dehra Dun, and the Assistants after appointment are made to undergo training in Soil Conservation. There are at present two scales one for Agriculture Graduates and the other for persons with other qualifications. We consider the present position under which two scales are attached to the post as highly anomalous and feel that as the Agriculture Graduates can be recruited direct to the post there should be one scale of pay. Considering the duties and responsibilities attached to the post and the qualifications prescribed we recommend the revised scale of Rs. 175-300 i.e., same as recommended by us for Agricultural Overseer Graduates. We also find that there are certain posts of Senior Soil Conservation Assistants in the scale of Rs. 155-250 and these posts are filled up by promotion from amongst Soil Conservation Assistants. We do not find the scale of Rs 155-250 to be any way better than the scale of Rs. 120 - 250 except in the minimum which should be immaterial for purposes of promotion. We feel there is no need to have separate designations as 'Soil Conservation Assistant' and that there should be only one designation i. e., 'Soil Conservation Assistant' and all posts of Senior Soil Conservation Assistants should be filled in the scale recommended by us for Soil Conservation Assistants.

Instructors (Rs. 175-305)/(Rs. 155-250)—Like the Soil Conservation Assistants the posts are in two scales one for Senior Instructors i.e., Rs. 175-305 and the other for Junior Instructors i.e., Rs. 155-250. The posts are filled up by promotion from amongst Soil Conservation Assistants. Considering the scale of pay recommended by us for Soil Conservation Assistants we recommend the revised scale of Rs. 195-385 for these posts which are at present in the scale of Rs. 175-305 and the revised scale of Rs. 185-300 for these posts which are at present in the scale of Rs. 155-250.

Assistant Soil Conservation Officer (Rs. 200—700)—Qualifications prescribed are Post-Graduate degree or equivalent qualification in Agronomy/Agriculture Chemistry/Horticulture/Graduate in Agricultural Engineering or Civil Engineering/Graduate in Agriculture or Science or Rangers' Diploma in Forestry or Diploma in Civil Engineering with 5 years' experience in Soil Conservation or Agriculture or Forestry or Civil Engineering.

Besides the above qualification the Officers appointed as Assistant Soil Conservation Officer have to undergo 9 months' regular course of training in Soil Conservation.

We understand that the procedure for selection to the post of Assistant Soil Conservation Officer has recently been decided. According to this the posts under Soil Conservation Organisation will remain as a sub-cadre of the Agriculture Department. One-third of the posts will be filled up by promotion from the Soil Conservation Assistants, Senior Soil Conservation Assistants and Instructors who have at least completed 5 years of service and the remaining two-third will be filled up from among the post-graduate and graduates in Agriculture with more than 5 years experience from general Agricultural cadre along with Soil Conservation sub-cadre or by direct recruitment. A selection Committee consisting of the Secretary, Development Department, Director of Agriculture and Food Production, Chief Conservator of Forests, Orissa and Deputy Director of Soil Conservation has been formulated to review the suitability of the candidates and to advise Government for appointment. In view of this and considering the qualifications prescribed and duties and responsibilities attached to the post, we recommend the scale of Rs. 260—780 for these posts.

The scale of pay for rest of the posts in this Branch and other Branches as recommended by us are indicated in Statement No. 3 included in Appendix A attached to our Report. For revised scales of pay for posts in the nature of Artisans reference may also be made to position discussed in the Chapter on Industrial Workers.

## BUREAU OF STATISTICS AND ECONOMICS

- 1. The Bureau of Statistics and Economics was first constituted in the year 1949. It has expanded its activities vastly since then under the impact of development planning under which need for collection, processing and analysis of data has been intensified. At present the Department has 4 Class I, 5 Class II, 318 Class III and 81 Class IV employees. The main task of the Department is collection, compilation and analysis of the statistical data and above all the coordination of the statistical activities of the various departments. The Department is also in charge of conducting enquiries and making socio-economic surveys. The Director of the Bureau of Statistics and Economics is the head of the Department and is assisted by Senior Research Officer and Senior Statistician. Recently a post of Deputy Director has also been created but the post has not yet been filled up.
- 2. With these remarks we proceed to examine in detail the scales of pay of various posts special to the Department which fall within our terms of reference.

Personal Assistant to the Director of Bureau of Statistics and Economics—The existing scale for the post is Rs. 200—700. Qualifications prescribed for the post are Honours Degree or M. A. in Mathematics, Economics or Statistics and a course of training in Statistics in a recognised institution. We feel the post should be in the same scale as recommended by us for District Statistical Officer. In view of this, we recommend the revised scale of Rs. 260—540.

Statistician and Field Officer—At present the posts are in Class II scale of Rs. 200—700. Considering the qualifications prescribed and duties and responsibilities attached to the post and need for providing promotion prospects for other posts in the Department we recommend the revised scale of Rs. 260—780. We also recommend that the post of Field Officer may be re-designated as Statistician.

District Statistical Officer – The existing scale is Rs. 175—380. Qualifications prescribed for the post are M. A. or Honours degree in Statistics, Physics, Economics, Mathematics or Commerce and 6 months' training in theory and application of Statistical principles. The Head of the Department has pointed out to us that considering the qualifications prescribed the scale is very low and needs enhancement. We agree with the Head of the Department that the scale needs to be upgraded. We accordingly recommend the revised scale of Rs. 260—540. It would be seen that we have recommended this scale for the post of Personal Assistant also. The present distinction in the scales of pay of District Statistical Officers and this post has no reasonable basis. We, therefore, have prescribed a common scale for these two posts. One advantage of the common scale for these posts will be inter-changeability and this in turn will afford bigger scope for choice for appointment to the post of Personal Assistant.

Junior Statistician—The present scale is Rs. 175—380. The qualifications prescribed for the post are same as for District Statistical Officer. We recommend the revised scale of Rs. 260—540 for this post.

Statistical Investigators, Commercial Intelligence Investigator and Field Supervisor—The existing scale for these posts is Rs. 155—250. The qualifications prescribed are Honours degree in Mathematics, Economics, Physics or Statistics. Persons with training in Statistics are preferred. In view of the qualifications prescribed and duties and responsibilities attached to those posts, we recommend the revised scale of Rs. 185—325.

Field Controller—The existing scale is Rs. 175—350. The qualifications prescribed for the posts and duties assigned are same as those prescribed for Junior Statistician and District Statistical Officers. In view of this and in view of the duties assigned, we recommend the revised scale of Rs. 260—540.

Industrial Investigator—The existing scale of pay is Rs. 125—185. The qualifications prescribed for the post are Graduate and persons with training in Statistics are preferred. Similar qualifications have been prescribed for the posts of Statistical Investigators. The Director, Bureau of Statistics and Economics, whom we examined, opined that the scale for the post should be equal with the scale of Statistical Investigator. We agree with the Director and recommend the same scale as we have decided to recommend for Statistical Investigator, viz., Rs. 185—325.

Statistical Assistant—The existing scale of pay is Rs. 120—220. The qualifications prescribed for the post are Graduate preferably with Mathematics up to Intermediate standard. In view of the qualifications prescribed and duties attached to the post, we recommend the revised scale of Rs. 150—300.

Computor—The existing scale is Rs. 90—120. The qualifications prescribed are Intermediate with Methematics. Recruitment is made direct. In view of the qualifications prescribed and duties and responsibilities attached to the post, we recommend the revised scale of Rs. 110—195.

Junior Statistical Assistant—The existing scale is Rs. 85—115. The qualifications prescribed for the post and duties attached are comparable to those of Computors. We accordingly recommend the revised scale of Rs. 110—195.

Inspector—The existing scale of pay is Rs. 100—180. At present the qualifications prescribed for the post are the same as prescribed for Computor. In our discussions with the Director, Bureau of Statistics and Economics it has been pointed out to us by him that with a view to improve the quality of work it has been decided to raise the qualification and prescribe the same qualification as prescribed for Statistical Assistant. He also pointed out that the duties of the post are comparable to the post of Statistical Assistant. In view of this we recommend the revised scale of Rs. 150—300. We, however, will recommend that in case of persons with existing qualifications appointed the scale of pay should be same as suggested by us for Computors, viz., 110—195.

Primary Investigators—The existing scale of pay is Rs. 70—100. The minimum qualifications prescribed is Matriculation. The present scale corresponds to the scale of U. D. Assistants in the District Office. Considering the qualifications prescribed and the nature of duties we recommend the revised scale of Rs. 90—150.

Artist—The existing scale is Rs. 120—250. The minimum qualifications prescribed are Matriculation with diploma in Fine Arts. Considering the qualifications prescribed and duties involved we recommend the revised scale of Rs. 150—300 for this post.

The revised scales for posts of common category and other posts in the Department as recommended by us are shown in the Statement No. 4 included in Appendix A to our Report.

## BOARD OF REVENUE OFFICE/REVENUE DIVISIONAL COMMISSIONERS' OFFICES, COLLECTORATES.

- 1. Under the Orissa Board of Revenue Act a one-member Board of Revenue has been created. The duties assigned to the Board under the Act are:
  - (1) The Superintendence of the administrative work of the Revenue Divisional Commissioners and of the Collectors and other Revenue Courts in respect of Revenue matters.
  - (2) Recommendation of measures calculated to augment or improve State Revenues relating to land revenue.
  - (3) To superintend and regulate the collection of revenue from all revenue paying and revenue free lands or estates under the laws for the time being in force in the State.
  - (4) To superintend and regulate all measures of land reforms:

Provided that it shall be competent for the State Government to assign to the Board such other duties and functions as they may deem fit.

The Revenue Divisional Commissioners are the Chief Executive Authority in charge of the general administration of the Division.

- 2. The Board of Revenue is also in charge of Excise, Registration, Settlement and Survey. We have dealt with Excise, Registration, Settlement and Survey separately. Here we deal with the staff and pay scales to be allowed to posts which are entertained in the offices of Board of Revenue, Revenue Divisional Commissioner's Office and subordinate offices to them in connection with Revenue Administration in general. The more important categories of post which are entertained in connection with Revenue administration are—
  - (1) Deputy Collectors
  - (2) Sub-Deputy Collectors
  - (3) Tahasildars, Grade I, II and III

We have indicated the revised scales for these posts in the Statement included in Appendix A to our report. Here we wish to point out that in the memorandum received by us from O. S. A. S. the question of merger of two services has been raised. We have fully taken into account the points raised in their memorandum before recommending the revised scales of pay. As the points urged in favour of merging the cadre of Sub-Deputy Collectors with that of Deputy Collectors were the same as urged before us by O. F. S., Junior and Senior Branch, we have dealt with the question in our Chapter on the office of the Commissioner of Commercial Taxes and indicated our stand we are not in favour of merger of the two services. Rest of the staff except a few less important categories of post such as Moharirs, Revenue Inspectors, Tahsildars, etc., entertained in connection with Revenue administration are of common category. They have to be given the scales given to the staff of similar categories in the Heads of Departments.

3. As regards staff in the office of Board of Revenue the main point urged before us is that because Board's work is akin to that work in the Secretariat, the ministerial staff should be given scales of pay comparable to those in the Secretariat. We have, while considering the case of ministerial staff of office of I.-G., Police, dealt with the question of parity in scales of pay of staff in the and Secretariat and Heads of Departments our conclusion has been care which because higher degree of responsibility and of characterise work in the Secretariat, we consider some distinction justified but the existing difference should be shortened by upgrading the scales of pay, enjoyed by the staff working in the offices of the Heads of Department especially in supervisory posts. In the context of this conclusion we consider it administratively inexpedient to distinguish one Head of the Department from another in this matter. We have allowed similar scales in case of Public Service Commission and High Court, but that is only because of the provided approximately status of these two authorities and our equipment to special constitutional status of these two authorities and our anxiety not to disturb in their cases the present position to their disadvantage. We have, therefore, given the scales recommended for corresponding post in offices of other Heads of Departments.

A complete list of the revised scales of pay recommended by us for various posts in the offices of the Board of Revenue, Revenue Divisional Commissioner's Offices and Collectorates is given in Statement No. 4 included in Appendix A to our Report.

## CO-OPERATIVE DEPARTMENT

- 1. The Department is headed by the Registrar of Co-operative Societies and is in charge of the development of Co-operative Movement in the State and for the statutory duties of registration, audit, arbitration, execution and liquidation of Co-operative Societies in accordance with the Orissa Co-operative Societies Act. The Department is also in charge of development of Handloom and Small-soale Industries. The Registrar is assisted by one Additional Registrar, two Joint Registrars and three Deputy Registrars who are the Divisional Officers. At the district level there are Assistant Registrars who are assisted by Sub-Assistant Registrars and Inspectors. For the administration of audit of Co-operative Societies the Registrar of Co-operative Societies is assisted by one Chief Audit Officer, one Additional Chief Audit Officer and other Audit Officers.
- 2. Co-operative Movement is now about 60 years old in the country and during this period there has been ever increasing recognition of the importance of the role this movement has to play and with the introduction of Planning it has been given pride of place in the Development Schemes. The importance attached

to the movement is clear from the allocations made in the Plan. In the draft Third Plan for the State the allocation is Rs. 232.22 lakhs. The activities of the Department have been expanding fast and are bound to expand with such pivotal role assigned to the Co-operative Societies in organisation, production and distribution, etc., and providing credit to the rural sector of the economy. In this context the need for ensuring that the Department has a hand of contented and willing workers to put into practice various schemes cannot be overemphasised. We have studied the existing scales of pay for various categories of posts with this objective in view and have generally suggested increases in the existing scale. We hope the staff will rise to the occasion and assist in the proper implementation of the schemes and spread of movement. We have not been able to bring ourselves to accept one of the demands of the Employees' Association of this Department that the Department should be treated as technical in the sense Veterinary and Agriculture Departments are as we find that to the various posts in the Department persons with general educational qualifications only are recruited and thereafter trained in the principles and practice of Co-operation and Book-keeping, etc., at the expense of State Government. While improving the pay scales for these posts we have not, therefore, given the same order of increase as allowed by us for posts in other Technical Departments.

3. With these observations we deal with scales of pay for main categories of post special to the Department and fallings within our terms of reference.

Inspector (Rs. 85—155)—They are at the lowest rung of the administrative ladder in the Department. The Department pointed out to us that the present scale is unattractive and a large number of posts are lying vacant. The Registrar of Co-operative Societies with whom we discussed the question of revision of scale of pay for this post informed us that with Intermediate as minimum qualification the scale had failed to attract sufficient number of recruits and it has been decided to throw recruitment to the post open to Matriculates with three years' experience in Co-operative work and that the recruitment position had shown signs of improvement as a result thereof. Although we are not in general in favour of lowering educational qualification to attract required number of recruits for a post but in view of the position stated by the Registrar, Co-operative Societies and the fact that Intermediates, if they offer themselves, will continue to be taken, we agree with the decision taken by the Department. Considering the qualification prescribed and duties and responsibilities attached to the post we recommend the revised scale of Rs. 110—195 for these posts.

Senior Inspector and Block Level Co-operative Extension Officer (Rs.120—250)—They are next above the Inspectors. Qualification prescribed is Graduates. Considering the qualification prescribed and duties and responsibilities attached to the posts we recommend the revised scale of Rs. 150—300 for these posts.

Sub-Assistant Registrar (Rs. 155—250))—The Sub-Assistant Registrars are in the next higher category in the official hierarchy of the Department. They are put in charge of sub-circles and are responsible to the Assistant Registrar for administration of particular aspects of co-operative activities in the district. They have also to dispose of arbitration reference, execution of decrees, etc. The minimum qualifications prescribed are graduate and as the post is not gazetted recruitment is not made through P. S. C. The Head of the Department has pointed out that there is need to give them higher pay scale and recommended same scale as given to Sub-Deputy Collectors as he regards their duties comparable to the duties of Sub-Deputy Collectors. Considering the qualifications prescribed and the scales proposed for Inspectors and Block Level Co-operative Extension Officers we recommend the revised scale of Rs. 195—385. We also recommend that post should be gazetted and recruitment made through P. S. C.

Assistant Registrars (Rs. 200—460)—Above the Sub-Assistant Registrars we have the Assistant Registrars. They are District Level Officers and are performing very important duties in relation to Co-operative Movement. They exercise most of the powers of the Registrar under the Orissa Co-operative Societies Act. Besides Assistant Registrars in charge of district, there are Assistant Registrars in charge of special schemes such as Handloom and Marketing, etc. At present the scale given to them is the lower slab of the Class II scale. Head of the Department has recommended the Class II scale of Rs. 200—700. The Employees' Association has asked for a higher start in the above scale, i. e., Rs. 360—700 and demanded parity with District Agriculture Officers and District Veterinary Officers. We have already pointed out our general approach regarding the question of parity of pay scales for posts in the Co-operative Department with those in other Technical Departments. Consistent with this approach and consistently with our general approach of giving the staff engaged in Development work better scales of pay we recommend the revised scale of Rs. 260—780 for these posts.

4. The revised scales of pay for the rest of the posts in the Department as recommended by us are shown in Statement No. 6 included in Appendix A to our Report. For posts in the nature of Artisans reference may be made to discussions in the Chapter of Industrial Workers in the State.

## **COMMUNITY PROJECTS**

- 1. In common with the rest of the country the programme of Community Projects was introduced in the State in the year 1952. It aims at social and economic regeneration of the people in the rural areas. Under this programme it is proposed to cover the entire State by Blocks by the end of 1963. At present there are 210 Blocks. During the last 8 years that the Department has been in existence it has expanded very fast and at present has got 8,831 employees out of which Class I—2, Class II—29, Class III—6,719, and Class IV—2,081. The Department is to expand further in next few years as the entire State is to be covered by Blocks. The staffing pattern of Blocks is too familiar to require any detailed discussion here by us. The Director of Community Projects is the Head of the Department and is assisted by Deputy Directors. At the district level the District Magistrate is the Chief Officers of the Department who is responsible for the implementation of the Department's programme in all fields. He is the co-ordinating authority and is the head of the team manned by officers of different Development Departments. The State, in common with the rest of the country, is giving very great importance to the implementation of the programmes and we have kept this important nature of programmes from National and State point of view in view while recommending revised scales.
- 2. We find that at present the Department is manned mostly by deputed officers from various Departments. The deputed officers naturally carry the scales of pay which they enjoy in the Department during the period they serve in the Department. While there has been no complaint before us that this arrangement is unsatisfactory on the whole, we have received some isolated complaints that it leads to anomalies in certain cases as for instance, the B. D. Os., who in most of the cases are Sub-Deputy Collectors, although the heads of Block team of officers draw too less pay than Veterinary Assistant Surgeons working in the Block. We have carefully considered these anomalies and are of the opinion that such anomalies are inherent in the arrangement under which various posts in the Department are filled up and no action is necessary to remove these anomalies. We believe getting a lesser pay on the part of an officer than other with whom he has to work when he belongs to altogether different cadre with

different promotion prospects, etc., need not create any difficulties in smooth conduct of the work in the Block or at any other level so long as clear lines of command are laid. We have, therefore, not attempted to remove any such anomalies.

- 3. Under the present Government policy for filling up various posts in the Blocks as discussed with us by Director of Community Projects, it seems that ultimately each concerned Department's cadre will have to be expanded to accommodate the requirement of staff in the Blocks. But besides filling up posts in this manner the Department is filling up, certain posts on its own. The most important categories of these posts to which recruitment is made by the Department are Village Level Workers who at present number 1,980 and Social Education Organisers whose total strength is 321. We have received a number of representations from the Social Education Organisers and a few from Village Level Workers pointing out inadequacy of existing scales of pay and want of satisfactory promotion prospects, etc. We have carefully considered the points raised in these representations in formulating our proposals for revised scales of pay for these posts in the Department.
- 4. With these observations we discuss below the scales of pay for these two posts in the Department.

Village Level Workers—The existing scale is Rs. 70—100. The qualifications prescribed are Matriculation. It has been pointed out to us in quite a number of representations from incumbents of other posts that the Village Level Workers' scale has been fixed much higher as compared with other posts with similar We have elsewhere explained that qualifications alone cannot qualifications. be the determinant of scale of pay of a particular post and due recognition to other well-recognised defferentials of pay fixation has to be given. Considering the nature and importance of duties and responsibilities attached to the post and key role assigned to the Village Level Worker in the implementation of Block programme we feel that the weightage given to Village Level Worker is fully justified, and would recommend the revised scale of Rs. 100-155. We discussed the question of recruitment difficulties and promotion prospects for V. L. Ws. in the Department with the Director. In the light of these discussions we feel that although recruitment difficulties are there they cannot be ascribed to the scale of pay and on the ground of difficulties of recruitment the scale does not need any As regards promotion prospects also the Director of Community Projects assured us that they are adequate and there has been no stagnation so far. We have, therefore, suggested no upgradation on grounds of lack of or inadequacy of promotion prospects while recommending the revised scale of pay. We would, however, observe here in this connection that as ultimately various posts in the Block will be included in the cadre of the concerned Department, this will practically be the only post in the Department; problem of stagnation may emerge in due course. We would, therefore, recommend that this aspect should be examined and suitable steps such as integration of these posts with some Department's cadre should be taken from now onwards.

Social Education Organiser —At present Social Education Organisers are in two scales, viz., Rs.120—250 and Rs. 70—140 with starting pay of Rs. 80. The scale of Rs. 120—250 is given to Graduate S. E. Os. and that of Rs. 70—140 to Matriculate S. E. Os. The S. E. Os. have pointed out that there should be one scale both for Graduate and non-Graduate S. E. Os. We discussed the question of desirability of having two scales for S. E. Os. with the Director of Community Projects. He was of the view that the two scales are justified and should be retained. He also informed us that the Department is also working out scheme and framing rules to enable the Matriculate S. E. Os. to be promoted to the scale

meant for Graduate S. E. Os. and that efforts are also being made to include the S. E. Os. in the corresponding cadres of Education Department. In view of the prosition stated by the Director of Community Projects and duties and responsibilities attached to the post we recommend the revised scale of Rs. 150—300 for Graduate S. E. Os. and the scale of Rs. 110—195 for Matriculate S. E. Os.

5. The scales of pay of the rest of the posts in the Department as recommended by us are indicated in Statement No. 7 included in Apppendix A to our Report except in the cases of these posts which are filled up by deputation from other departments. They may get the revised scales as recommended by us for these posts in the departments concerned.

## COMMERCIAL TAXES DEPARTMENT

- 1. Commissioner, Commercial Taxes is the Head of the Department. He is assisted by a Deputy Commissioner. It is one of the important revenue earning Department. It is at present in charge of the administration of Orissa Sales Tax Act, 1947, Central Sales Tax Act, 1956, Orissa Agriculture Income Tax Act, 1947 and Orissa Taxation (on Goods, Carried by Roads and Inland Water Ways) Act, 1959.
- 2. With these remarks we discuss in detail the scales of pay of main categories of posts special to the Department and within our terms of reference.
  - (1) Personal Assistant to the Commissioners of Commercial Taxes (Rs. 20)—700) (Starting Rs. 260)—The post is filled up by a member of the Orissa Finance Service whose present scale is Rs. 200—700. The Orissa Finance Service Officers are recruited by the Public Service Commission along with Orissa Administrative Service Officers by a combined competitive examination. At present there is distinction in the pay of scales of Orissa Finance Service and Orissa Administrative Service Officers only to the extent that starting pay is different. We do not think this distinction is justified. We have recommended the scale of Rs. 260—780 for the Orissa Administrative Service. We recommend the revised scale of Rs. 260—780 for Orissa Finance Service Officers.
  - (2) Additional State Representative (Rs.260 700)—The post is filled up by a member of Orissa Finance Service (Senior Branch). As discussed above we recommend the revised scale of Rs 260-780.
  - (3) Commercial Tax Officers (Rs. 260—700)—The post is filled up by members of Senior Branch of Orissa Finance Service. As discussed above, we recommend the revised scale of Rs. 260—780.
  - (4) Assistant State Representative (Rs. 175—380)—The post is filled up by members of Junior Branch of Orissa Finance Service. They are recruited along with Orissa Administrative Service Officers by a combined competitive examination, in which Orissa Administrative Service, Orissa Finance Service and Orissa Subordinate Administrative Service Officers are selected. The Orissa Finance Service Association has urged before us that the present distinction in the Junior and Senior Branch should be removed and a single service in the scale of Rs. 30—860 created with senior and junior scales. Similar requests have been made to us by Orissa Administrative Service and Orissa Subordinate Administrative Service Officers in respect of their Service. We have given careful consideration to these requests but find ourselves unable to accede to them. We find that both in General Administration as well as Commercial Taxes there are a number of

less important jobs which can be manned by officers drawing less pay. Representatives of these Associations who appeared before us seemed to concede to this point, but clung to their demand on the ground that in view of the fact that there is a combined competitive examination and role of chance in examination cannot be denied. the present distinction in pay and prospects is unfair. We have considered this point but are unable to accept it. We feel the position attained by a candidate in the competitive examination cannot be wholly ascribed to chance although as is widely recognised chance does play some We find that the objection raised by the Associations will be met if the extent of difference existing at present in pay scales of these two services is reduced, as that will mean that the pay of these officers will be related to their position in the examination as well as responsibilities borne which it is claimed are sometimes equal and in any case not as less important as is reflected in the existing scales of pay for the post in Senior and Junior Branches. In line with this general approach to this question we accordingly recommend the scale of Rs. 230-500 for members of Orissa Finance Service, Junior Branch as we have recommended for members of Orissa Subordinate Administrative Service elsewhere in the Report.

- (5) Assistant Commercial Tax Officer (Rs. 175—380)—The post is filled up by officers of Junior Branch of Orissa Finance Service. As discussed above we recommend the revised scale of Rs. 230—500 for this post.
- (6) Inspector of Commercial Taxes (Rs. 120—220)—They are members of Orissa Subordinate Finance Service. The qualifications prescribed are Graduates who are recruited through a test conducted by departmental authorities. They are the last category of staff in the hierarchy of Commercial Tax Department and are in charge of enquiry inspection of accounts etc. Considering the qualifications prescribed and duties and responsibilities of the post we recommend the revised scale of Rs. 150—300. The Association of Orissa Subordinate Finance Service and the Head of the Department have drawn our attention towards inadequacy of promotion prospects. We examined the promotion prospects available for these posts and feel that there is need for improving them by providing for a selection grade. We accordingly recommend selection grade in the scale of Rs. 250—375. We also recommend that the posts in selection grade should be created at the rate of 12½ per cent of the total strength of post of Inspectors.
- (7) Registrar, Sales Tax Tribunal (Rs. 200—700)—The post is filled up by an officer of Senior Branch of Orissa Finance Service. We accordingly recommend the revised scale of Rs. 260—780 as discussed above.

The revised scales for rest of the posts in the Department recommended by us are indicated in the Statement No. 8 in Appendix 'A' to our Report.

## EXCISE DEPARTMENT

1. The Department is headed by the Excise Commissioner who, however, is not a whole-time officer. The Land Reforms Commissioner has been appointed as the Excise Commissioner in addition to his other duties. He is assisted by the Deputy Commissioner of Excise. The Excise Commissioner is under the administrative control of the Member, Board of Revenue. At present there is partial prohibition in the State. There is a bar on consumption of the opium since the year 1959. The present income of the Excise Department is Rs. 1,07,47,224 out of which, income from opium and liquor accounts for Rs. 71,05,694 and from Ganja for Rs. 29,01,150.

- 2. With these remarks we discuss below in detail the scales of pay for the more important posts which are special to the Department—
- (1) Excise Peons—They are at the bottom of the departmental hierarchy and are in the scale of Rs. 21-29 at present. The Board of Revenue has recommended to us that they should be given the same scale of pay as will be given to Constables on the ground that duties of Excise Peons are comparable with the duties of Constables. We discussed the general question of parity in the scales of pay of Police and Excise staff with the Excise Commissioner. The Excise Commissioner felt that there should be parity and did not agree that the duties of posts in Police Department are more varied and arduous. We feel, generally the duties of posts in the Police Department are more arduous and varied and as such there is no case for giving scales of pay to Excise staff at par with these allowed to Police staff but in particular cases. Where the standard of recruitment, qualifications and nature of duties are same as in case of posts in Police Department, the scales of pay may be given to Excise staff in such cases at par with these allowed to Police staff and standards of recruitment etc., existing we felt that generally the duties of Excise Peons are less arduous and varied than those of a Constable and further different standards of physical fitness and training for these posts have been laid down, we are therefore, not in favour of having parity in the scale of Excise Peon and that of Constables. Considering all the factors we recommend the scale of Rs. 50—1—65 for these posts.
- (2) Assistant Sub-Inspectors—Next above in the departmental hierarchy are A. S.-Is. who are in the scale of Rs. 34—1—40—E. B.—1—44. These posts are generally filled up by promotion from amongst the ranks of Excise Peons if they are suitable, but if no suitable Excise Peons are available direct recruits are also appointed. The duties of Assistant Sub-Inspectors consist of detection of cases, inspection of Excise staff, etc. The Board of Revenue has recommended that they should be equated with the Assistant Sub-Inspector of Police who are at present in the scale of Rs. 50—90. We have already pointed out our general approach to parity in the pay scales of various posts in the Police and Excise Departments. In line with this general approach we feel that there is need for upgradation of the scale of pay for this post and recommend the revised scale of Rs. 80—135 for the post.
- (3) Sub-Inspectors—Next above Assistant Sub-Inspectors are Sub-Inspectors. They are in the scale of Rs. 70—125 and are appointed direct as well as from amongst Assistant Sub-Inspectors by promotion. The minimum qualification prescribed for the post is Matriculation. Both the Board of Revenue and the Excise Association have claimed that their pay scale should be equal to the scale of pay of Sub-Inspectors of Police. Consistent with the stand we have taken in respect of other posts so far as parity with the Police Department is concerned, and in view of the duties and responsibilities attached to the post, we recommend the revised scale of Rs. 125—195 for the post.
- (4) Inspectors—Next in hierarchy are Inspectors who are in the scale of Rs. 120—250. They are recruited both through promotion as well as through direct recuritment. The minimum qualification for direct recruits is B.A. pass. Considering their duties and responsibilities and the scale recommended for the Sub-Inspectors we recommend the scale of Rs. 195—385 for these posts.
- (5) Superintendent of Excise—Next above in the hierarchy are the Superintendents of Excise. They are at present getting Class II scale, i.e., Rs. 200—700. They are District Level Officers and responsible for Excise administration in their areas. Considering their duties and responsibilities we recommend the revised scale of Rs. 260—780. The Board of Revenue and the Excise Officers' Association have pointed out that there is stagnation at the level of Superintendents of Excise. For the 13 posts of Superintendents of Excise there is only one post of Deputy Commissioner of Excise. This admittedly is inadequate for 13 Excise Superintendents.

In order to provide adequate promotion outlets, we recommend that selection grade posts at the rate of 12½ per cent of the posts of Superintendents of Excise should be, created in the scale of Rs. 700—860.

3. The revised scales of pay of the posts of common category and less important categories of posts in the Department recommended by us are shown in the Statement No. 9 included in Appendix 'A' to our Report.

## **EDUCATION DEPARTMENT**

1. The Director of Public Instruction is the Head of Department. He is mainly assisted by the Joint Director of Public Instructions, 3 Deputy Directors of Public Instructions, 2 Personal Assistants, one Publicity Officer and one Assistant Statistician.

The Department administers Government Policy regarding Elementary, Secondary, College and Special Education in the State. It is also in charge of State Museum and the Government School of Arts and Crafts at Khallikote. It runs a number of Departmental schools and grants recognition to Schools under the management of Local Bodies and Private Institutions and is also in charge of giving them grants-in-aid in accordance with rules framed by the Government in this regard from time to time. In collaboration with the Board of Secondary Education it also lays down rules and regulations governing the conduct of schools, prescribes the syllabus and conducts periodical inspections of all the educational institutions for which it maintains a well-manned inspectorate. The Department is also running a few training schools and Colleges chief among which are Radhanath Training College, Cuttack and Basic Training College, Angul. So far as colleges are concerned there are a number of Colleges run by the Department itself and it is also in charge of sanctioning grants to Private Colleges.

- 2. Under the Second Five-Year Plan there has been vast expansion in the activities of the Department as evidenced by the fact that at present there are 29 Colleges, 400 High Schools, 960 Middle English Schools, as compared with 14 Colleges, 257 High Schools and 672 Middle English Schools at the end of First Five-Year Plan. This expansion has been reflected in the enormous increase in the number of teachers of all categories as well as the rate of enrolment of pupils in various institutions. Comparative figures show that in respect of primary education the enrolment of pupils in age-group 6—11 has gone up from 26.9 per cent in 1950-51 to 50 per cent in 1960-61. In respect of Middle School Education for the age-group 11—14, the enrolment has gone up from 4.09 per cent in 1950-51 to 8.3 per cent in 1960-61. In case of Secondary Education for the age-group 14—17, the enrolment has gone up from 1.9 per cent in 1950-51 to 3—7 per cent in 1960-61. We understand this rate of expansion is likely to be doubled during the Third Five-Year Plan period and it has been planned that there should be free and compulsory Primary Education for the children belonging to age-group 6--11 at the end of Third Five-Year Plan period.
- 3. From the above account the importance of the Department is clear and it is against this background that we have considered the pay scales of the teachers of various categories. It has been our earnest endeavour to so revise the scales that not only teachees are recruited according to requirement but teachers of requisite calibre are forthcoming. We are quite clear in our minds that it is on the standards of attainment and equipment of teachers that the quality of education will depend and we have tried to so revise the scales of pay for teachers that these standards are ensured. We have taken note of the widespread criticism that teachers scales of pay are so poor that the best talent is not attracted to the profession and only those who fail to get any jobs elsewhere join as teachers as

last resort. In view of this we have recommended considerable increase in the existing scales of pay of certain class of teachers and tried to remove this legitimate grievance of teachers within the resources available for the purpose. We hope this will avoke good and adequate response from the teachers as a class and lead to raising of the standards of teaching so essential for the continued progress of the country.

- 4. With the above general observations we proceed to examine hereunder the scales of teachers of different grades. There are various grades of teachers enjoying different scales of pay. At the lowest rung of the ladder are Lower Elementary trained teachers, untrained M. E. teachers and Pre-basic trained teachers in the scale of Rs. 30-1-39. Just above them are Higher Elementary trained teachers and Junior trained non-matriculate teachers in the scale of Rs. 40—1—50. There is also another class of teachers known as Basic trained non-matriculate teachers in the scale of Rs. 45—1—65. Next to Higher Elementary trained teachers and Junior trained non-matriculate teachers we have trained Matriculates and untrained Matriculates in the scale of Rs. 60-90 and Rs. 50-90. Then there are trained and untrained Intermediate teachers, the trained Intermediates are in the scale of Rs. 70—100 and untrained in the same scale as is given to trained Matriculates, viz., Rs. 60-90. Next to trained and untrained Intermediate teachers (there are trained and untrained Intermediate teachers) are trained and untrained Graduate teachers. The untrained Graduates are in the scale of Rs. 100-140 and trained Graduates in the scale of Rs. 120-250. There are also Graduate teachers with certificate of training enjoying the scale of Rs. 100—180. The Headmasters of the schools are appointed from amongst Graduate teachers in the scale of Rs. 120—250 but no separate scale is given to them and instead they described a scale is given to them and instead they draw special pay at the rate of 25 per cent of their pay, subject to a maximum of Rs. 50. The Headmasters of Zilla Schools, however, are given a different scale of pay of Rs. 200—700. The Department has constituted three cadres, namely O. E. S., O. S. E. S. and O.L. S. E. S.
- 5. It will be seen from the above account that we have at all grades except the lowest grade both trained and untrained teachers and consequently two different scales for them. The main question is what should be the minimum pay for the lowest category, i. e., Pre-basic trained. At present they enjoy the scale of Rs. 30 - 1-39. Considering the dearness allowance they get their total emolument at present comes to Rs. 58. They are expected to have studied up to Upper Primary level and their training lasts for a period of 2 years. Considering their qualification, etc., we recommend the scale of Rs. 65—85. We also recommend this scale for Lower Elementary trained teachers and untrained M. E. teachers. As regards Higher Elementary trained and Junior trained non-matriculate teachers who are at present in the scale of Rs. 40—1—50 we recommend the scale of Rs. 70-95. For the Matriculate and untrained teachers the present scale are those corresponding to the L. D. Clerks scale except that the trained Matriculates have a higher initial start in the scale. We recommend the scale of Rs. 80-2-110-E.B.-3-116-4-120-5-135 for untrained Mariculate teachers and the scale of Rs. 100-155 for trained Matricutates. For Intermediate Untrained teachers we also recommend the scale of Rs. 100-155 and for trained Intermediates the scale of Rs. 115—180. For Graduates untrained teachers we suggest the scale of Rs. 115—220 and for trained Graduates the scale of Rs. 185—325. For Graduate teachers with C. T. qualification we recommend the scale of R<sub>s</sub>. 125-220. A<sub>s</sub> regards the headmasters, we are of the view that they should be given a separate scale as it is necessary to be given to provide them with better incentive and in view of the need for providing adequate promotion prospects to teacher which we have examined and found to be inadequate. We, therefore, recommend that they should be given the scale of Rs. 250 - 425. We, however recommend that the Zilla School Héadmasters who are at present given Class II scale may continue to be in

Class II scale which will be Rs. 260—780. In this connexion we find that recently a new class of teachers, namely, teachers with post-Graduate qualification in High Secondary Schools has been introduced and given the scale of Rs. 175—380. We recommend that they may be given the scale of Rs 230—540. It may be argued that since they have similar qualification as teachers in Colleges their pay scale may be equal to the Lecturers. But as the Lecturers in colleges will be taking B. A. Classes it is necessary to maintain some distinction. We have, therefore, suggested the scale of Rs. 230—540.

6. Running parallel to the various grades of the teachers in the general line of education both Primary and Secondary there are various grades of teachers in the Basic Education side. The scales of pay of various grades of teachers as at present in the basic education side are given below:—

Assistant Teachers B. A. Trained Rs. 120—250 Craft Teachers, Passed I. A. or I. Sc. Rs. 100—150 Headmaster Rs. 120—250 Assistant Teacher I. A. or I. Sc Rs. 70—100 Assistant Teacher, I. A. or I. Sc Rs. 100—150 Wardha Trained. Senior Basic School.  Trained Matriculate Rs. 50—90 Lesser qualified Rs. 45—65 Headmaster Rs. 70—100  Assistant Teacher Rs. 50—90  Assistant Teacher Rs. 45—65 Assistant Teacher Rs. 45—65  Assistant Teacher Rs. 45—65  Assistant Teacher Rs. 45—65  Assistant Teacher Rs. 45—65  Assistant Teacher Rs. 45—65  Assistant Teacher Rs. 45—65  Assistant Teacher Rs. 45—65  Assistant Teacher Rs. 45—65  Assistant Teacher Rs. 45—65  Assistant Teacher Rs. 45—65	Headmasters	٠.	. Rs. 155—250
Craft Teachers, Passed I. A. or I. Sc. Rs. 100—150  Headmaster Rs. 120—250  Assistant Teacher I. A. or I. Sc Rs. 70—100  Assistant Teacher, I. A. or I. Sc Rs. 100—150 Wardha Trained. Senior Basic School.  Trained Matriculate Rs. 50—90  Lesser qualified Rs. 45—65  Headmaster Rs. 70—100  Assistant Teacher Rs. 50—90  Assistant Teacher Rs. 45—65  Assistant Teacher Rs. 45—65  Assistant Teacher Rs. 45—65  Junior Basic School	Assistant Teachers B. A. Trained		
Assistant Teacher I. A. or I. Sc Rs. 70—100  Assistant Teacher, I. A. or I. Sc Rs. 100—150 Wardha Trained. Senior Basic School.  Trained Matriculate Rs. 50—90  Lesser qualified	Craft Teachers, Passed I. A. or I. S	c.	
Assistant Teacher, I. A. or I. Sc Rs. 100—150 Wardha Trained. Senior Basic School.  Trained Matriculate Rs. 50—90  Lesser qualified Rs. 45—65  Headmaster Rs. 70—100  Assistant Teacher Rs. 50—90  Assistant Teacher Rs. 45—65  Assistant Teacher Rs. 45—65  Assistant Teacher Rs. 45—65  Junior Basic School	Headmaster	••	Rs. 120—250
Trained Matriculate  Lesser qualified  Rs. 45—65  Headmaster  Assistant Teacher  Headmaster  Rs. 45—65  Assistant Teacher  Rs. 45—65  Assistant Teacher  Rs. 45—65  Junior Basic School  Complete.  Rs. 45—65  Junior Basic School	Assistant Teacher I. A. or I. Sc.	E	Rs. 70—100
Trained Matriculate  Lesser qualified  Rs. 45—65  Headmaster  Rs. 70—100  Junior Basic Complete.  Assistant Teacher  Rs. 45—65  Assistant Teacher  Rs. 45—65  Assistant Teacher  Rs. 45—65  Junior Basic School	Assistant Teacher, I. A. or I. Sc.	•	
Headmaster  Rs. 70—100  Junior Basic Complete.  Assistant Teacher  Rs. 50—90  Headmaster  Rs. 45—65  Assistant Teacher  Rs. 45—65  Junior Basic School	Trained Matriculate .		
Assistant Teacher  Rs. 50—90  Junior Basic Complete.  Rs. 45—65  Assistant Teacher  Rs. 45—65  Junior Basic School	Lesser qualified	T	Rs. 45—65
Assistant Teacher  Rs. 50—90  Complete.  Rs. 45—65  Assistant Teacher  Rs. 45—65  Junior Basic School	Headmaster .	1	Rs. 70—100 ]
Assistant Teacher  Rs. 50—90  Headmaster  Rs. 45—65  Assistant Teacher  Rs. 45—65  Junior Basic School			ASSESSA FILL A APP
Assistant Teacher Rs. 45—65 Junior Basic School	Assistant Teacher		
A	Headmaster	KU !	Rs. 45—65
	Assistant Teacher		Rs. 45—65 Junior Basic School Incomplete.
Pre-Basic Trained Rs. 30—39	Pre-Basic Trained	,	

It will be seen that except in few cases the rest of the posts carry scales corresponding to the scales enjoyed in the general line. The Association of Basic School Teachers has asked for a different set of scales and suggested the scale of—

Headmaster		Rs.	200—700
Assistant Teacher, B. A. or B. Sc. Trained		Rs.	175—380
Crafts Teacher. I. A. or I. Sc.	••	Rs.	120-250
Senior Basic School Headmaster B. A. or B. Sc.	••	Rs.	175—380
Assistant Teacher	• •	Rs.	120250
Trained Matriculate		Rs.	100—180
Teacher with lesser qualification	••	Rs.	90 165

We discussed the question of revision of scales of pay for teachers in this line with the Director of Public Instructions and in the light of these discussions we feel that it is desirable to have common scales for all categories of post in this line with those in the general line. We accordingly have recommended same scale as for corresponding posts in the general line except in case of Headmaster of Basic Training School and as such no discussion of details of revised scales recommended by us for teachers in this line is necessary.

## **INSPECTORATE**

6. As regards the Inspectorate maintained by the Department to conduct periodical inspections of various types of schools and educational Institutions and administer the grants in-aid and stipend the following is the heirarchical set-up:—

(1) Assistant Sub-Inspectors .. Rs.45—60 (Trained Non-Matriculates).

(2) Sub-Inspectors ... (1) Rs 50—90 (Trained Matriculate) ... (2) Rs 70 – 100 (Intermediates)

.. (3) Rs 120-250 (Trained Graduates)

(3) Deputy Inspectors ...

Trained Graduate, Sub Inspector's scale plus special pay at 20 per cent of pay subject to a maximum of Rs. 50.

(4) District Inspector and Inspectress.. Rs. 200-700

(5) Circle Inspector .. Rs. 300—860

(6) Special Inspecting Officer, .. Rs. 120—250 Mohammadan Education.

(7) Inspecting Mautavi ... Rs. 50—90

(8) Assistant Inspectors of Schools .. Rs. 200-700

(9) Assistant Superintendent of .. Rs. 120—250 Sanskrit Studies.

(10) Superintendent of Sanskrit Studies Rs. 200-700

The Assistant Sub-Inspector is non-Matriculate but trained and enjoy the scale of Rs 45—60. This more or less corresponds to the post of Junior trained non-Matriculate teachers. We feel that it is desirable to have interchangeability in the posts on general side and I spectorate side. We therefore suggest that there should be parity in these scales and recommend the scale of Rs. 70—95.

The Sub-Inspectors are enjoying three scales depending upon their qualifications, i. e., whether they are Graduates, Intermediates or Matriculates. We recommend for them also corresponding scales, namely Rs. 100—155 for trained Matriculates, Rs. 115—180 for trained Intermediates and for trained

Graduates Rs. 185—325. The Deputy Inspectors do not enjoy any scale at present but like the Headmasters get special pay on the pay they draw as Sub-Inspectors. We have recommended a scale of Rs. 250—425 for Headmasters. On the same analogy we recommend that the Deputy Inspectors may be given the scale of Rs. 250—425 and no special pay as at present given should be given. The District Inspectors are in the scale of Rs. 200—700. We recommend that they should be given the scale of Rs. 260—780.

As regards Inspecting Moulvi and Inspecting Officer, Mohammadan Education we recommend that they be given the scales of pay given to persons with corresponding qualification in the Inspectorate or general line. We received a memorandum from this class of officers urging that their scale should be upgraded as their jurisdiction is very wide. We feel this is not sufficient ground as workload is to be compared and not extensive jurisdiction. We recommend the scales of pay of Rs. 100—155 and Rs. 185—325 respectively for the posts of Inspecting Moulvi and Inspecting Officer, Mohammadan Education.

As regards Assistant Superintendent and Superintendent, Sanskrit Studies, we recommend for them the revised scales of Rs. 185—325 and Rs. 260—780 respectively.

# PHYSICAL INSTRUCTION

Existing scales of pay

7. The hierarchical set-up in this branch is as follows:—

Name of the posts

7 797 14		
(1) Chief Inspector of Physical Education for Boys	• •	Rs. 200-700
(2) Inspectress of Physical Education for Girls		Rs. 200-700
(3) Inspectress of Physical Education	• •	Rs. 120-250
(4) Physical Training Instructor (Graduate)	• •	Rs. 120-250
(5) Physical Training Instructor (Intermediate)	••	Rs. 70—125
(6) Physical Training Instructor (Matriculate)	••	Rs. 50—90

We find that except in case of Intermediate mained Physical Instructor the scales of pay for the post in this branch are at par with scales for posts in the general line. We discussed the question of revision of scales of pay with the Director of Public Instruction in the light of points raised by the Association of Physical Training Instructor in their memorandum preferred before us, and in the light of these discussions, we feel that there should be parity in the scales of pay of all posts including the Intermediate trained Physical Instructor with the scales for corresponding posts in the general line. Accordingly we recommend the following revised scales for the various categories of posts in this branch:—

(1)	Chief Inspector of Physical Education for Boys	• •	Rs. 260—780
(2)	Inspectress of Physical Education for Girls	• •	Rs. 260-780
(3)	Inspectress of Physical Education		Rs. 185—325
(4)	Physical Training Instructor (Graduate)	• •	Rs. 185-325
(5)	Physical Training Instructor (Intermediate)		Rs. 115—180
(6)	Physical Training Instructor (Matriculate)	•••	Rs. 100—155

#### COLLEGE EDUCATION

- 8. Next we take up the case of college teachers. They are at present enjoying the scale of Rs. 200—700 which is the Class II scale. The last Provincial Pay Committee had established parity between the post of Deputy Collector, Lecturer and Assistant Engineer, etc. The Technical Pay Committee altered this parity to the advantage of Engineers. The Deputy Collectors were also subsequent to the recommendation of the last Pay Committee sanctioned scale of Rs. 230-700 instead of Rs. 200-700. Considering all aspects of the matter particularly the comparatively lesser promotion prospects in Education Department we recommend the revised scale of Rs. 260-780 for the Lecturers. Above the Lecturers are Readers, Principals of Degree Colleges and Deputy Directors of Public Instructions who are, in the Class I scale of Rs. 300-860, and as such are outside the purview of the Committee. We however, find that certain consequential changes will be necessary in the scales of pay enjoyed by them as a result of the revision suggested by us. We recommend these scales should be examined and necessary changes effected. In this connexion we may also point out that it has been urged before us by the College teachers association that their promotion prospects are very much unequal as compared to various other services. We have looked into this question and are of the view that the demand for better promotion prospects is already met in view of the long scale given by us for the post of Lecturers and there is not such a strong case for completely overhauling the present practice with regard to promotion outlets from these posts as has been made out before us but there is scope for some minor adjustment. We have explained our general stand with regard to creation of promotion prospect in the Chapter on promotion prospects. Consistent with this stand we would recommend that a few floating posts in the cadre of Readers and Professors should be created to be given to teachers in certain subjects not on the basis of need but on the basis of outstanding achievement in the field of education and research.
- 9. A complete list of the revised scales of pay for the various categories of posts as recommended by us is given in Statement No. 10 included in Appendix 'A' to our report.

# SCALES OF PAY OF EMPLOYEES OF AIDED EDUCATIONAL INSTITUTIONS

- 10. Here we will also deal with the question of revision of scales of pay of employees of aided Educational Institutions which question was referred to us in the month of December, 1960. We find that there are the following types of aided Educational Institutions employing teaching and non-teaching staff:—
  - (1) Colleges both Degree and Intermediate
  - (2) High School including Higher Secondary School
  - (3) Middle Schools
  - (4) Primary Schools
  - (5) Basic Schools
  - (6) Sanskrit Institutes
  - (7) Madrasas

The existing pay scales in most of the cases are those which were laid down by the Government in their resolution No. 4950-E., dated the 6th July 1949. Only in some cases there have been changes, for example Primary School Teachers, whereas no scales were laid down in this resolution for teachers in Colleges and Basic Education. We further find that in all cases except posts in the basic side the scales of pay of posts in aided Educational Institutes are less than the scale for the corresponding

posts in Educational Institutes under Government. We have carefully examined the position whether there should be parity in the pay scales of teachers of aided institutes or the existing practice should be followed and are of the view that it is necessary to maintain token differences in the pay scales in cases of all categories of posts except in case of Primary School teachers. We also find that it is necessary to merge the dearness allowance in the scales of pay as done by us in cases of employees of Government. We have recommended the revised scales for various categories of posts accordingly. In this connection the list of revised scales for teaching and non-teaching posts under aided Educational institutions included in the statement No. 38 in Appendix 'A' attached to our report may be seen. We also recommend that besides revision of the pay scales as suggested by us they should be given dearness allowance at the same rates as recommended by us for employees of State Government. As regards the non-teaching post we recommend the revised scales on the analogy of scales recommended by us for comparable post in local bodies. Besides they should also be given dearness allowance at the rates as recommended for employees of State Government.

## **EMPLOYMENT EXCHANGES**

- (1) The Director of Employment is the head of the Department. Previously the Employment Exchanges were under the control of Central Government but with effect from 1956 the State is administering and controlling them. There are 13 Employment Exchanges and the Department's main activities are to provide employment opportunities to the unemployed persons in the State who register their names in the Employment Exchange. We find that main categories of posts in the Department are filled up by deputation of officers belonging to O. A. S. and O. S. A. S. The revised scales recommended by us for these posts elsewhere will, therefore, apply to posts in this Department and no discussion of the revised scales suggested by us for posts in this Department is called for.
- (2) The revised scales of pay as recommended by us for the various categories of posts in the Department are shown in the Statement No. 11 included in Appendix 'A' to our Report.

## FISHERIES DEPARTMENT

- (1) The Department is under the charge of Director of Fisheries who acts as the head of the Department. The State abounds in fish resources and realising the possibilities of development in this field, State Government has given great importance to programmes of fish development as is evidenced by allocation in First and Second Five-Year Plans for Fisheries Department. The department has also expanded considerably in recent time and there are at present altogether 858 posts out of which 2 are in Class I, 8 in Class II, 326 in Class III and 539 in Class IV. It is at present one of the important development departments in the State. We have accordingly suggested the enhancement of the scales of certain categories of posts to attract persons of right type and calibre. The proposed allocation in the Third Five-Year Plan is 156 lakhs. We have also kept this expansion and greater demand in view in revising the scales of pay.
- (2) With these remarks we discuss the scales of pay of main categories of posts special to the department following within our terms of reference.

Assistant Director (Rs. 200—700)—Qualifications prescribed for the post are B. A. or B. Sc. with 4 years' departmental experience as Fisheries Officer, Senior Research Assistant, etc. The Director of Fisheries has pointed out that the responsibilities and duties of the post are very heavy and important as they are to

look after department's work in a number of districts and act as the Regional or Range Officers of the Department. He has recommended the scales of Rs. 300—860. We have carefully considered the suggestion and find that in view of the qualifications prescribed and duties involved such drastic enhancement is not justified. Accordingly we recommend the scale of Rs. 260—780. for the post.

Superintendent of Fisheries (Rs. 175-380)—They are in charge of districts with heavier programmes of development of Fisheries. At present there are 7 Superintendents in as many districts. Qualifications prescribed are B.Sc. or M. Sc. in Zoology. In view of the qualification prescribed and duties and responsibilities attached to the post we recommend the revised scale of Rs. 260—540. The Director had suggested to us during discussion that they should be given scale of pay at par with other District Heads of Development Department such as Agriculture and Veterinary, we do not think that such parity would be justified in view of the qualifications prescribed and duties assigned to the posts.

Senior Research Assistant (Rs. 155—250)—Qualifications prescribed are same as for Superintendents. Recruitment is made by Government by promotion and direct recruitment. The Director has pointed out that direct recruits are not forthcoming as the present scale is unattractive, and has suggested the scale of Rs. 200—700 and has further suggested that same scale as allowed to Superintendent of Fisheries should be allowed to this post. We agree that there should be interchangeability in the Field posts and posts in the research side. We accordingly recommend the revised scale of Rs. 260—540 for these posts.

Junior Research Assistant (Rs. 120—250)—The post is filled up by direct recruitment as well as by promotion. Qualification prescribed are B. Sc. or M. Sc. in Zoology. Considering the qualifications prescribed and duties and responsibilities attached to the post and need for interchangeability in these posts and posts of District Fisheries Officers we recommend the revised scale of Rs. 215—425.

District Fisheries Officer (Rs. 120—250)—They are District Level Officers of the Department and are in charge of minor districts or special schemes as Pilot Scheme, Marine Fish Farm, etc. Qualifications prescribed are same as Junior Research Assistant. We recommend the scale of Rs. 215—425.

Inspector of Fisheries (Rs 85-155)—Qualifications prescribed are I.Sc. (Ist and IInd Division) and preference is given to persons with fisheries training. Director did not suggest any revised scale but pointed out to us that the existing scale is not attracting persons of required calibre and qualification. In view of this and qualifications and duties and responsibilities attached to the post we recommend the revised scale of Rs. 125-190.

Fishery Supervisor—(Rs. 50—65)—Qualifications prescribed are under-Matric and persons who have liking for manual work are preferred. Considering the qualifications and nature of duties, etc., we recommend the revised scale of Rs. 80—120.

Fishery Demonstrator (Rs. 40-50)—The existing scale has been adopted on the recommendation of Technical Pay Committee. Prior to it the scale was Rs. 30-1-39. The qualifications prescribed are knowledge of knitting of fishing net. In view of the qualification and nature of duties of the post we recommend the revised scale of Rs. 65-80.

(3) The revised scales as recommended by us for rest of the posts in the Department are shown in the Statement No. 12 included in Appendix A to our Report.

## FOREST DEPARTMENT

(1) The Chief Conservator of Forest is the Head of the Department.

With the transfer of the ex-Zamindary Forests to the management of the Government on the 15th November 1957, the total forest area under the management of the Forest Department comprises of 2,533,100 square miles. The entire forest area of the State has been divided into four Administrative Charges or Circles. Besides there is one non-territorial Circle as Development Circle. There are 23 territorial forest Divisions or Districts and six non-territorial Divisions under those Circles. Each Forest Division or District is in charge of Divisional Forest Officer. Each Circle is in-charge of Conservator of a Forests who is assisted by the Divisional Forest Officers under his Circle. The Chief Conservator of Forests is in overall charge of the entire administration and he is assisted by five Conservators of Forests. The Department is responsible for the proper administration of States Forests, their proper utilisation and development. The Department is, at present one of the important revenue-earning Departments of the State Government.

- (2) With these remarks we proceed to examine below the scales of pay of the more important posts special to the Department falling within our terms of reference.
- 1. Forest Guards—They constitute the last link in the chain of Forest Department administration. At present there are two categories of Forest Guards, namely trained and untrained. The pay scale for untrained Forest Guards is Rs. 21  $-\frac{1}{2}$ —29 and for trained it is Rs. 26— $\frac{1}{2}$ —35—1—38. It will be seen that the scale enjoyed by the Forest Guards is intermediate between the scale allowed to Peons and Constables. The Head of the Department suggested to us that the untrained Forest Guards should be given the scale of Rs.  $48-\frac{1}{2}-60$  and trained Forest Guards should be given the scale of Rs. 55-1-70. The non-Gazetted Forest Officers Service Association has, however, demanded that the scale for trained and untrained Forest Guards should be same with provision for grant of few advance increments to Trained Forest Guards. It has also been suggested to us that there should be parity in the scale of pay of posts in Forest Department with posts in Police Department as they are comparable. We have carefully considered these points and this general demand and are unable to agree that the scales of pay for various posts in the two Departments should be equal. We feel the duties attached to posts in Police Department are more varied and arduous than those attached to posts in Forest Department. In view of this we are unable to agree that the pay scales of Forest Guards should be fixed on the basis of parity with that of Constable. We are also not of the view parity both trained and that there should be only one scale for untrained guards. We have, therefore, not suggested any parity in the scales of pay of the post and suggested two separate scales for trained and untrained Forest Guards. Considering the qualifications, duties and responsibilities and nature of work of Forest Guards we recommend the revised scale of Rs 50-1-65 for untrained Forest Guards and Rs. 55-1-70 for trained Forest Guards.
- 2. Foresters.—The next post in the departmental hierarchy is that of Foresters. The Foresters are in the scale of Rs. 50—2—90 and their present number is 534 The minimum educational qulifications required is Matriculation. They have also to undergo a course of training for 11 months in the Foresters Training School at Champua after two to three years' service in the Department. They assist the Rangers and Deputy Rangers in execution of special works and maintenance of discipline amongst the Forest Guards and are responsible for protection of forests and

other Government properties. Although the educational qualifications for the Foresters are the same as those of Lower Division Clerks, yet we feel that in view of the training which the Foresters have to undergo, and the nature and importance of duties performed by them, they should be given a slightly different scale than the scale recommended by us for Lower Division Clerks. After careful consideration of the matter we recommend the revised scale of Rs. 95—135 for this post.

- 3. Deputy Rangers—The next post is that of Deputy Rangers. It is an intermediate post between the posts of Forester and Ranger. There are at present 30 posts of Deputy Rangers against 534 posts of Foresters. The posts are filled by promotion from the rank of Foresters. The present scale of pay is Rs. 80—4—125. The Head of the Department has recommended a scale of Rs. 150—5—175. Considering the nature of duties and responsibility involved in the post we recommend the revised scale of Rs. 115—160.
- 4. Rangers—At present the scale of pay is Rs. 120—250 with a starting pay of Rs. 130. Minimum qualification prescribed is I. Sc., but a course of training running over 2 years has to be undergone in the Forest College, Dehra Dun or Coimbatore by them. They are required to remain in charge of a Forest Range covering 100 to 150 square miles. They are also responsible for collection of Government revenue within their range which comes to about 2 to 3 lakhs of rupees for a Range. Their duties also include control and check of all work of these Ranges and to ensure that Government funds are used economically and in an efficient manner The Head of the Department has proposed a revised scale of Rs. 175—450. Considering this recommendation of Chief Conservator of Forests and the qualifications prescribed for the post and duties and responsibilities, etc., attached to the post we recommend the revised scale of Rs. 185—300.
- 5. Assistant Conservator of Forests—Assistant Conservator of Forests are in Class II scale of Rs. 200—700. The qualifications prescribed for the post are Science Graduates with 3 years' training in the Indian Forest College at Dehra Dun. The selection is made by Public Service Commission. During the 2 years' period of training a stipend of Rs. 150 is given after which they are employed in the Department and for six months do special work which is connected with a thesis to be submitted in the College. After 5 to 6 years of service they are allowed to hold charge of Divisions. Head of the Department has suggested the revised scale of Rs. 200—700 with a higher starting pay, namely, Rs. 300 instead of the present initial pay of Rs. 230 in the above scale Considering the qualifications, duties and responsibilities attached to the post we are of opinion that it will suffice if the revised Class II scale is given for these posts. Accordingly we recommend the revised scale of Rs. 260—780 for the post.
- 6. Revised scale of pay for the rest of the posts in the Department both borne in regular and work-charged establishment are indicated in Statement No. 13 included in Appendix A to our Report.

#### **GOVERNMENT PRESS**

1. Consequent upon the separation of this State from Bihar a very small Press was set up at Cuttack on the 1st April 1936 with a small staff and equipments with a view to print Orissa Gazette and Budget and other essential matters. Arrangements were made with Bihar for supply of scheduled forms. These arrangements did not prove successful and consequently arrangements for printing of forms were made in 1941 in the Orissa Government Press. Again previously the repairs, overhauling and quarterly cleaning of the typewriters used

by various offices of the State used to be done by Companies dealing with typewriters and duplicators on the basis of annual contracts. Due to abnormal situation arising out of the War none of the Companies agreed to enter into contract with Government for this work and consequently a Typewriter Repairing Section was attached to the Press with effect from the 1st July 1944. Thus the Government Press, as it stands at present, comprises of the following:—

- (1) Press Proper—
  - (a) Secretariat Press
  - (b) Government House Press
  - (c) Three branch presses at Bolangir, Keonjhar, Ganjam Collectorate, Confidential Press attached to Home Department.
- (2) Stationery
- (3) Publication
- (4) Forms
- (5) Typewriters Repairs

The Superintendent, Government Press, is the Head of the Organisation.

2. There are 1,344 employees in the Government Press distributed in different classes as follows:—

Statement showing number of Permanent and Temporary strength

1	Y)	2				
			Number	per		
Class of posts	सद्य	Permanent Temporary		Total		
Class I (Administrative)		1	••		1	
Class II (Administrative)	••	1	••		1	
Class II ( Technical )	••	••	. 1		. 1	
Class III (Administrative)	• •	1	1	)		
Class III ( Ministerial )	••	83	91		660	
Class III (Industrial)	• •	289	187			
Class III ( Teaching )		••	8			
Class IV (Industrial)	• •	274	365	1	681	
Class IV (Messengerical)	• •	34	8	5	001	
Total	••	683	661		1,344	

The above staff position as it stands on the 31st December 1959 indicates nearly 50: 50 permanent and temporary posts. It will be seen that the Press has expanded very much from what it was in the year 1947 when the last major revision of the pay scales of various categories of posts in the Press was taken. At that time the total number of employees was 300 against 1,300 at present. Before pay scales of various posts of the Press are discussed it will be useful to briefly state here as to how the scales of pay of the various categories of employees have been framed in the past.

- 2. At the time of constitution of the State as a separate administrative unit the scales of pay were framed on the Bihar model. The Orissa scales of pay were introduced in 1939 on the recommendation of the Ret enchment Committee. When in 1947 a Pay Committee was appointed by Government to enquire into and report the revision of scales of pay of all categories of employees under the administrative control of the State Government, Shri S. K. Chatterjee, an officer of the B.-N. Rly. Printing, who enjoyed the confidence of the industrial employees of the Government Press was appointed as a Special Officer to enquire into and recommend the scales of pay of the above employees. After Shri Chatterjee submitted the report the scales of pay suggested by him were considered by a Committee consisting of Chief Secretary, Secretary, Commerce Department, Superintendent, Government Press and Shri S. K. Chatterjee and were finally sanctioned on the recommendation of the above Committee. There has been no major revision of the scales of pay of the I'ress employees after the sanctioning of these scales notwithstanding revision of pay scales of isolated posts. The next major revision of scales of various posts of employees of State has taken place on the recommendation of the Technical Pay Committee. This Technical Pay Committee was appointed by Government to consider the revision of scales of pay of the technical posts under the State Government, but it did not attempt to revise the scales of pay of the technical staff of the Government Press as the case of Press employees did not fall within the definition of technical posts as connoted by them. The Artisan Sub-Committee appointed by the Technical Pay Committee, however, observed as follows:
- "Thus keeping in view of the principles indicated in the foregoing paragraphs, the Committee have examined individual cases of technical hand associated for working in the different departments confining their recommendations to posts which strictly fulfilled the criterion as "Technical". a good number of proposals made by the Departments like Commerce (Government Press), I.-G. of Police did not come under the purview of the Committee and they were informally discussed with the representatives. The Committee. however, were of the view that the revision of scales of the e categories of posts which are strictly termed as "Technical" as connoted in the report of the "Technical Pay Committee" would have its repercu sions on other categories of technical personnel and the Government may be faced with demand of revision of pay scales from their end. A notable example is that of Government Press where the technical posts like Compositors, Binders, Pressmen, etc., are filled up by people who are picked up from the market having general qualifications say, up to matric standard and thereafter trained in the institutions run by their department and fitted against posts of the Government Press. Here also the Government Press has to face still private competition and the Committee were convinced of the need for revision of pay scales as proposed by the representatives of the Government Press in order to check the process of diversion of good hands to the private pri ting presses. The Committee were informed that a Special Officer has been appointed in the Government Press to go into this question and the Government will be moved early for revision of pay scales of he staff. '

3. The report of the Special Officer referred to in the report of the Technical Pay Committee has since been submitted and was scrutinised by a Committee appointed by the Commerce Department consisting of Superintendent, Government Press, Deputy Superintendent and Under-Secretary, Commerce and it was proposed to revise the pay scales of some of the posts but no decision of Government has yet been taken. The present position, therefore, is that the pay scales of the various posts in the Government Press are the same as were sanctioned after the report of the Special Officer, Shri Chatterjee. The Union has pointed out to us that the pay scales of industrial employees are low and made specific suggestions for upgrading the scales. They have also pointed out that almost all the industrial workers are skilled and wanted us to keep this factor into account while suggesting the revision of the scales of pay. We have given very careful thought to the question of revision of pay scales of posts in the Government Press and fully considered the points raised by Press Employees' Union. We also paid a visit to the Press in order to assess for ourselves the nature and volume of work of various posts and had discussions with the Superintendent, Government Press who also took us round the various sections of the Press. We also got an organizational chart prepared from him indicating the organisational set-up and the promotion outlets for various posts. We have enclosed the chart prepared by the Superintendent in Annexure N attached to our report. We find that at present there are 28 scales for 1,300 employees which include both industrial and non-industrial employees of the Press. For the industrial employees the total number of scale is twentyone. The large concentration of industrial employees, however, is in the following scales:—

- (1) Rs. 18-1/2-24
- (2) Rs. 21-1/2-29
- (3) Rs. 26-38
- (4) Rs. 30-39
- (5) Rs. 34-44
- (6) Rs. 40-50
- (7) Rs. 40-60
- (8) Rs. 45-65
- (9) Rs. 50-70
- (10) Rs. 50—65
- (11) Rs. 60—90

4. With these observations we discuss below in detail the revised scales of pay of various posts in Government Press falling within our terms of reference.

सत्यम्ब जयत

Deputy Superintendent—The present scale is Rs. 310—435. The last Provincial Pay Committee had recommended the scale of Rs. 300—410, but the Government adopted the existing scale. At the time the scale was suggested by the last Provincial Pay Committee, qualifications for the post were not laid down and post was held by a promoted officer with three months' training in the Press. With the expansion of the Press from a small organisation of 300 workers into an organisation with 1,300 workers duties and responsibilities of

the post have increased and qualifications laid down for holding the post are Graduate with foreign diploma in printing and seven years' experience in printing. The duties of the post are to help the Superintendent in production and control of the Technical staff of the Press. In view of the qualifications and duties prescribed we recommend the revised scale of Rs. 500—920.

Assistant Superintendent (Rs. 260—330).—Qualifications prescribed are Graduate with five years' experience in printing. The Special Officer had recommended a scale of Rs. 250—410 and the Committee appointed by the Commerce Department recommended the scale of Rs. 310—700. The Commerce Department did not accept the recommendations of the Committee and laid down that qualification should be five years' experience in trade for Graduates and diploma holders in printing and recommended the scale of Rs. 310—380. In view of the duties, responsibilities and technical qualifications attached to the posts we recommend the scale equal to the scale of pay recommended for Assistant Engineer, i.e., Rs. 260—780.

Assistant Mechanical Engineer (Rs. 260 -700)—We recommend the revised scale equal to the scale of pay of Assistant Engineers, i.e., Rs. 260—780.

Overseer (Rs. 260—330).—The scale of pay of the post is same as that of Assistant Superintendent at present. The Special Officer suggested the revised scale of Rs. 175—350 for the post, but the Committee appointed by the Commerce Department did not feel any change necessary. The duties of the post are responsibility for the quality and quantity of the outturns of industrial workers. The post is, however, stated to be filled up by promotion from amongst the Assistant Overseers or Head Reader of the Press. In the event of filling up the post by direct recruitment the candidate should be at least a Matriculate having thorough theoretical and practical knowledge of a Printing Press. We recommend the revised scale of Rs. 325—395.

Head Computor-in-Charge (Rs. 90-120)—He is responsible for the general efficiency of the Computors, Estimators, Charge Clerks and Time Work Checker employed in the Computing Branch. We recommend the scale of Rs. 145—195.

Assistant in Charge of Book Depot (Rs. 90-120)—The same scale of pay as recommended for the Head Computor-in-Charge, i.e., Rs. 145-195 is recommended.

Store Keeper (Rs. 90-120) - Same as Head Computor.

Head Time Keeper (Rs. 90 -120)—Same as Head Computor.

Assistant Store Keeper (Rs. 70—100)—The scale of Rs. 110—155 which is the scale for Upper Division Clerks is recommended.

Section Holder (Rs. 100—150)—The post is filled up by promotion from amongst the experienced Assistant Section Holders. In the event of direct recruitment the candidates for the same should be a Matriculate and should possess sufficient experience in hand composing and supervising the Composing Sections of Printing and Allied Trades or other institutions. In view of the duties and responsibilities attached to the post we recommend the revised scale of Rs. 155—250.

Assistant Section Holder (Rs. 70-100)—The post is filled up by promotion from amongst senior and experienced Compositors with 7 years' experience. In the event of direct recruitment the candidates should possess a certificate from the School of Printing and Allied Trades or from other similar institutions. We recommend the revised scale of Rs. 125-190.

Foreman (Rs. 60—90)—The duties and qualifications of the post are not prescribed. Neither the Special Officer nor the Committee nor the Commerce Department nor Union have discussed this post. The same scale of pay as for Grade I Technicians, i.e., Rs. 100—155 is recommended.

Machine Foreman (Rs. 100-150)—The posts are to be filled up by promotion from amongst the experienced Assistant Machine Foreman. In the event of direct recruitment the candidates for the post should at least be a Matriculate having sufficient experience and knowledge about the working of different printing machines and their mechanism and should possess a certificate from the School of Printing and some other institution. We suggest the same scale as recommended for the Section Holders above.

Assistant Machine Foreman (Rs. 60—90)—The posts are to be filled up by promotion from amongst the Machinemen and Press Jamadar having experience in running different printing machines. In the event of direct recruitment the candidate should be a Matriculate having same experience about the work of different printing machines and a certificate from the School of Printing. We may recommend the same scale as recommended by us for Assistant Section Holders above, i.e., Rs. 125—190.

Press Jamadar (Rs. 50—65)—The posts are filled up from amongst the senior-most and experienced Pressman and Tradleman. In the event of direct recruitment the candidates should possess a certificate from the School of Printing or other institutions. We recommend the revised scale of Rs. 80—120 equal to the Gràde II Technicians, Carpenters, Masons, etc., in other Departments.

Binding Jamadar (Rs. 70—100)—The posts are filled up by promotion from amongst the senior-most and experienced Assistant Binding Jamadars. In the event of direct recruitment the candidates should possess sufficient knowledge and experience in the trade and should possess a certificate from the School of Printing or similar institutions. We recommend the same scale as recommended by us for Press Jamadar, i.e., Rs. 80—120.

Binding Foreman (Rs. 100—150)—The post is filled up by promotion from amongst the experienced and Senior Binding Jamadars. In the event of direct recruitment the candidate should be at least a Matriculate and possess a certificate from the School of Printing and Allied Trades or such other institutions. The Committee appointed by the Commerce Department while considering the scale of pay for the post observed that the duties and responsibilities of the Binding Foreman are similar to those of Machine Foreman and Section Holders and suggested parity with the scales of pay of these posts. We accordingly recommend same scale as recommended by us for the post of Section Holders.

Assistant Binding Jamadar (Rs. 45—65)—This is a promotion post of Binders. For direct recruitment sufficient experience in the trade and a certificate from the School of Printing or similar other institution is necessary. We recommend the scale of Rs. 70—95.

Type Store Keeper (Rs. 60—100)—The posts are filled up by promotion from amongst the senior-most and experienced Assistant Type Store Keepers. In the event of direct recruitment the candidates should possess a certificate in the related subject from the School of Printing or other institutions. The Special Officer suggested the scale of Rs. 100—120. The Committee appointed by the Commerce Department suggested the scale of Rs. 120—220. The Commerce Department has suggested the scale of Rs. 80—110. The Union has suggested the scale of Rs. 100—180, i.e., the same scale as suggested by them for Assistant

Section Holder and Assistant Machine Foreman. The Committee, while considering the scale, remarked that duties and responsibilities of the post are same as those of Section Holders and Machine Foreman and as such he should have the same scale of pay. It will be noticed that whereas the Union placed this post equal to that of Assistant Section Holder, the Committee consisting of the Superintendent, Deputy Superintendent of the Government Press placed it higher and recommended a parity with the post of Section Holder. This position was discussed with the Head of the Department and Commerce Secretary and the scale of pay as prescribed for Assistant Section Holder is agreed to.

Assistant Type Store Keeper (Rs. 34—44)—The post is filled up from experienced and senior-most Distributors. The duties of the post are to supervise the work of Distributors and assist Type Store Keeper and Type Store work. The Special Officer recommended that he may be given the scale of Rs. 60—100. The Committee appointed by the Commerce Department recommended that the scale of Rs. 90—120 may be given. The Commerce Department recommended that the scale should be Rs. 40—60. The Union have asked for the scale of Rs. 70—100. Considering the qualifications and duties of the post we recommend the revised scale of Rs. 80—120.

Standing Forme Keeper (Rs. 34—44)—The post is to be filled up from one of the senior-most and experienced Type Suppliers. The duties are to remain in charge of all standing matters and maintain necessary records thereof. The Committee, while considering the scale, suggested that the scale should be same as Assistant Type Store Keeper. The Special Officer recommended the scale of Rs. 35—65. The Commerce Department recommended the scale of Rs. 40—60. We recommend the revised scale of Rs. 80—120.

Head Reader (Rs. 155—250)—In the event of direct recruitment the qualifications prescribed are Graduate having sufficient experience in proof reading. According to the practice so far followed the Senior Readers having sufficient experience in the Reading work are given promotions to the post of Head Reader. The Special Officer recommended the scale of Rs. 170—350. The Committee appointed by the Commerce Department recommended the scale of Rs. 175—350. The duties of the post are to mantain efficiency and standard of printing besides supervision in Reading Branch. The Commerce Department recommended the scale of Rs. 175—305 and felt that the maximum of the scale should be kept lower than the maximum of the scale of the Overseer. The Union has demanded the scale of Rs. 175—380. Considering the qualifications prescribed and duties and responsibilities attached to the post we recommend the revised scale of Rs. 185—325.

Senior Readers (Rs. 100—180)—In the event of direct recruitment the qualifications prescribed are Graduate having sufficient experience in proof reading. These posts are filled up by promotion from amongst the Junior Readers having sufficient experience in proof reading. We may recommend the revised scale as recommended by us for Section Holder i. e., Rs. 155—250.

Reader-in-Charge (Rs. 100-180)—Same scale of pay as recommended for Senior Reader is recommended.

Junior Reader (Rs. 70—109) -- The post is filled up by promotion from amongst Revisors having experience in proof reading. In the event of direct recruitment the candidate should be at least an Intermediate in Arts having sufficient experience in proof reading. The Special Officer recommended the revised scale of Rs. 70—125 and the Committee recommended the scale of Rs. 90—120. The Commerce Department made recommendation that the scale should be

Rs. 90—120. The Committee, while considering the scale observed that the duties of the post are comparable to the duties of Assistant Section Holder. We recommend the same scale as recommended by us for the Assistant Section Holder.

Revisor (Rs. 50—90)—Qualifications prescribed are posts to be filled up by promotion from amongst experienced Copy Holders who are to be Matriculates. In the event of direct recruitment the candidate should at least be a Matriculate having sufficient experience in proof reading. The Special Officer recommended the revised scale of Rs. 60—110. The Committee suggested the revised scale of Rs. 60—90. It is stated that the revision is of great importance for the efficient and correct printing. The Commerce Department has recommended the scale of Rs. 60—100. We recommend the revised scale of Rs. 110—155.

Copy Holder (Rs. 45—65)—Qualifications prescribed are Matriculates. The Special Officer recommended the scale of Rs. 50—70. The Committee appointed by the Commerce Department recommended the scale of Rs. 50—90. In view of the qualifications prescribed and duties involved we may recommend the scale of Rs. 80—135.

Electric Mistry (Rs. 80—110). The existing scale is Rs. 80—110. The scale suggested by the Technical Pay Committee prior to this scale was Rs. 40—60. We recommend the revised scale of Rs. 100—155.

Carpenter (Rs. 80—110 Grade I, Rs. 50—70)—These scales have been suggested by the Technical Pay Committee. Prior to that the scale was Rs. 30—1—39. We recommend the revised scale of Rs. 100—155 for Grade I Carpenters, and Rs. 80—120 for Grade II Carpenters.

Typecasting Operators—Monocastor (Rs. 60—90)—This post requires technical knowledge and experience in particular trade, and persons with much knowledge and experience are recruited. For direct recruitment candidates should possess a certificate in the trade either from the School of Printing and Allied Trades or from similar other institution. The Special Officer has recommended the scale of Rs. 90—150. The Committee appointed by the Commerce Department suggested the scale of Rs. 90—120. The Union has asked for the scale of Rs. 100—180, the same scale as asked for by them for Assistant Section Holder and Monocaster Mechanic. In view of the duties and responsibilities attached to the posts we recommend the scale of Rs. 100—155 for the above posts.

Monocasting Operator—The qualifications prescribed are technical knowledge in the trade. For direct recruitment he should possess a certificate in the trade either from the School of Printing and Allied Trades or from a similar other institutions. The Special Officer has suggested the revised scale of Rs. 90—150. The Committee suggested the revised scale of Rs. 90—120. The Committee's recommendation was endorsed by the Commerce Department. The Union has asked for a scale of Rs. 100—180. We recommend that the post should be redesignated as Monocasting Operator and the scale as recommended by us for the Type Casting Operator should be given, i.e., 100—155.

Monocaster Attendant (Rs 34-44)—The qualifications prescribed are technical knowledge and experience in the particular trade. The Special Officer has suggested that revised scale of Rs. 90-120 and the Committee suggested the scale of Rs. 90-120 which was endorsed by the Commerce Department. The Union has asked for the scale of Rs. 150-170. The Union thinks that the duties and reponsibilities of the post did not deserve same scale of pay as Monocasting Mechanic. But the Committee feels that the duties

of the Monocasting Attendant and those of the Monocasting Mechanic are the same and there should be parity in their scales of pay. At present there was no parity. The scale of Monocasting Attendant was much lower than that of Monocasting Mechanic. We discuss this with the Head of the Department and he pointed out that at present duties of Monocasting Mechanic and Monocasting Attendant are same and wanted the posts be called Monocasting Operator. We recommend the same scale as Monocasting Mechanic to be redesignated as Monocasting Operators.

Lino Operator (Rs. 90—120)—The qualifications prescribed are technical knowledge and exeperience in the particular trade. In the event of direct recruitment the candidate should possess a certificate from the School of Printing and Allied Trades or other similar institutions. The Special Officer recommended a scale of Rs. 100—180. The Committee recommended a scale of Rs. 100—150. The Commerce Department accepted the recommendations of the Committee, but laid down that the persons to be appointed should be trained men either in the School of Printing or Allied Trades or some other similar institution in India. The Union has asked for a scale of Rs. 120—220. Considering the quilifications prescribed and duties of the post we recommend a scale of Rs. 125—190.

Mono Operator (Rs. 90—120)—The qualifications prescribed are the same as for Lino Operator. The recommendations of the Special Officer was the same as for the post of Lino Operator. The Union has asked for a scale of pay as for Lino Operator. We recommend the same scale as recommended by us for Lino Operator.

Workshop Mechanic —(Rs. 70—100). The qualifications prescribed are diploma holder in Mechanical Engineering from a recognised school. We recommend the revised scale of Rs. 100—155.

Head Mechanic, Typewriting Section—(Rs. 85—115). The post is filled up from amongst the senior-most and experienced senior Typewriter Mechanics. He is in charge of the Typewriter Workshop and has to supervise the work of all the Mechanics. His duties are of technical nature. The Special Officer has recommended a scale of Rs. 120—220. The Committee has also recommended the same scale of Rs. 120—220. The Committee, while considering the revision of scale of the post, made recommendation that the duties of the post are the same as that of Section Holders and Machine Foreman and suggested at parity in their scales of pay. The Union has suggested a scale of Rs. 155—250. We recommend the same scale as recommended by us for the Section Holders, i. e., Rs. 155—250.

Senior Mechanic, T. R. S. (Rs. 60—90)—The post is filled up from amongst senior-most and experienced Junior Mechanics. The work is of technical nature. He has to repair and overhaul the machines in the Workshop and attend to emergent and important calls. The Special Officer recommended the revised scale of Rs. 85—115. The Committee suggested the revised scale of Rs. 80—120. The Commerce Department suggested a scale of Rs. 100—140. The Union has asked for a scale of Rs. 90—120. We recommend the revised scale of Rs. 100—155 as recommended by us for Grade I Artisans.

Junior Mechanic, T. R. S. (Rs. 40—60)—The qualification prescribed are experience in typewriting machines. He attends to repairing, cleaning, overhauling of different makes and models of typewriters and duplicators. The Special Officer recommended the revised scale of Rs. 50—90 and this very scale was recommended by the Technical Pay Committee and the Commerce Department recommended a scale of Rs. 60—90. We recommend the revised scale of Rs. 80—120 as recommended by us for Grade II Artisans.

Compositors (Rs. 40—60 for Junior Grade), (Rs. 60—90 for Senior Grade)—The qualifications prescribed are knowledge and experience in composing. Experienced Distributors and Typesuppliers having knowledge in composing are also promoted to these posts. The Special Officer recommended a scale of Rs. 70—100 and the Committee recommended two scales, one with bonus and one without bonus, i. e., Rs. 70—100 without bonus and Rs. 60—90 with bonus The Commerce Dapartment recommended two scales, i. e., Rs. 60—90 and Rs. 80—110. They did not favour the introduction of bonus system and wanted to retain the previous practice of junior and senior grades. The Union has asked for the scale of Rs. 70—140. Considering the qualifications prescribed and the nature of duties involved in the post we recommend the revised scale of Rs. 100—155 for Senior Compositors and Rs. 80—120 for Junior Compositors.

Impositors (Rs. 34-44)—The Special Officer recommended a scale of Rs. 50-90. The Committee appointed by the Commerce Department recommended that there should be two scales, one with bonus and one without bonus. He suggested a scale of Rs. 45-50 for Junior Impositors without bonus and a scale of Rs. 40-1-50 for Junior Impositors with bonus. For Senior Impositors they suggested a scale of Rs. 70-110 without bonus and Rs. 60-90 with bonus. The Commerce Department did not accept the recommendations of the Committee and suggested a scale of Rs. 40-60 for Impositors. The Union has asked for a scale of Rs. 80-110. The qualifications prescribed are knowledge and experience in imposition. Considering the qualifications prescribed we recommend a revised scale of Rs. 70-95.

Machineman (Rs. 50—70)—The posts are filled up by promotion from amongst the experienced Machine Flyboys. In the event of direct recruitment the candidate for the post should have read up to class X course of a High School and training in School of Printing or any other similar institution. The Special Officer has recommended the revised scale of Rs. 60—100 and the Committee suggested a scale of Rs. 70—110 without bonus and Rs. 60—90 with bonus. The Commerce Department recommended a scale of Rs. 70—100. The Union has asked for a scale of Rs. 95—155. We recommend the revised scale of Rs. 95—135.

Machine Flyboy (Rs. 34—44)—The posts are filled up by promotion from amongst the Galley Proof Pressmen and Inkmen. In the event of direct recruitment the candidate should have read up to Class X course of High School and should have successfully completed the training in the School of Printing and Allied Trades. The Special Officer has recommended a scale of Rs. 50—70 for the post and the Committee has suggested two scales, one with bonus and one without bonus, i.e., Rs. 45—65 and Rs. 60—70 respectively. The Commerce Department has suggested a scale of Rs. 40—60. We recommend a revised scale of Rs. 70—95.

Tradle Machineman (Rs. 34—44)—The qualifications prescribed are knowledge in running printing machines. The Special Officer has recommended a scale of Rs. 40—60. The Committee has suggested a scale of Rs. 70—100 without bonus and Rs. 60—90 with bonus. The Department has recommended a scale of Rs 40—60 for the Junior Grade and Rs. 60—80 for the Senior Grade. We recommend the revised scale of Rs. 80—95 for the Junior Grade Tradle Machineman, and Rs. 95—135 for the Senior Grade Tradle Machineman.

Pressman (Rs. 34—44 for Junior Grade) (Rs 40—50 for Senior Grade)—Qualifications prescribed are experience and knowledge in running hand presses. The Special Officer recommended a scale of Rs. 50—90 and the Committee has recommended a scale of Rs. 50—90 without bonus and Rs. 45—65 with bonus. The Commerce Department suggested a scale of Rs. 40—60 for Junior Grade and Rs. 60—80 for the Senior Grade same as for Tradle Machineman. The Union

has asked for a scale of Rs. 60—90 for the Tradle Machineman and Rs. 45—65 for the Galley Pressman. We recommend the scale of Rs. 70—95 for Junior Grade and Rs. 80—120 for Senior Grade.

Time Work Checker (Rs. 60—110)—He should be well conversant with the works of all the productive sections of the Press such as Composing, Binding Reading, Printing, etc., and should have the qualification of Matriculation. The duties of the post are to check the work of composition, distribution etc., of the daily time sheets. He has also to check the daily outturn of Readers and Revisors along with the proof. We recommend the scale of Rs. 110—155.

Paper Issuer (Rs. 34—44)—The posts are filled up from amongst the senior-most and experienced Packers. In the event of direct recruitment the candidate should be under Matriculate. The Special Officer suggested a scale of Rs. 40—60 and the Committee has suggested a scale of Rs. 45—60. Qualifications prescribed are Under-matric. The Department has suggested a scale of Rs. 40—60. The Union has asked for a scale of Rs. 50—70 and has pointed out that they are required to give security deposit of Rs. 300 in cash. We recommend the revised scale of Rs. 70—95.

Packers (Rs. 30—39)—The posts are fined up by suitable Peons and Mulias. In the event of direct recruitment the candidates should be under matriculate. The Special Officer did not recommend any scale. The Committee has suggested the same scale as for Paper Issuer. The Commerce Department has suggested a scale of Rs. 34—44. The Union has asked for a scale of Rs. 45—65. The Head of Department has recommend that the duties of the Packer will not be equal to those of Paper Issuer. In view of discussion with the Head of the Department, we recommend the revised scale of Rs. 65—85.

Binder (Rs. 39-39 for Junior Grade) (Rs. 40-60 for Senior Grade)—The posts are filled by persons having sufficient experience in the trade or having educational qualification up to class X of a High School and training in the trade either in the School of Printing or other institutions. The Committee considered the scale and suggested two scales of Rs. 60-90 without bonus and Rs. 50-65 with bonus. The Special Officer suggested the scale of Rs. 40-60 for this post. The Department has suggested a scale of Rs. 45-60. We recommend the revised scale of Rs. 65-85 for Junior Grade Binders and Rs. 70-95 for Senior Grade Binders.

Assistant Overseer (Rs. 155-325)—The post is filled up by promotion. In view of discussion with Head of Department we recommend the scale of Rs. 215-280

Type Suppliers (Rs. 30—1—39)—Qualifications prescribed are sufficient experience and knowledge of distribution. We recommend the scale of Rs. 70—95.

Galley Proof Pressman (Rs. 30—39)—The Special Officer suggested a scale of Rs. 40—60. The Committee suggested a scale of Rs. 50—90 without bonus and Rs. 45—65 with bonus and suggested that there should be parity in the scale of Pressman and Galley Proof Pressman. The Department suggested the scale of Rs 40—1—50 for Galley Proof Pressman. The Union has asked for the scale of Rs. 45—55. We recommend the same scale as suggested for the Pressman.

Forme Carrier (Rs. 21—29)—Mulias with sufficient experience are promoted to these posts. The Special Officer has suggested a scale of Rs. 30—39. The Committee has suggested a scale of Rs. 40—60. The Union has asked for the scale of Rs. 34—44 The post is filled up by promotion from amongst the juniors. We recommend the revised scale of Rs. 50—65.

Lead and Roller Caster (Rs. 21 29)—Mulias with sufficient experience are promoted to these posts. The Special Officer has suggested the scale of Rs. 30—40. The Committee suggested the same scale as for Forme Carrier and Forme Washer. The Commerce Department suggested a scale of Rs. 30—39. The Union has asked for the scale of Rs. 50—70. We recommend the revised scale of Rs. 65—85.

Distributor (Rs. 30—39)—The posts are filled up by persons having sufficient experience and knowledge in the trade. In the event of direct recruitment the candidate should possess a certificate in the related subject from the School of Printing and Allied Trades or from any other similar institution. No scale was recommended by the Special Officer. The Committee appointed by the Commerce Department recommended a scale of Rs. 45—60. The Commerce Department recommended the same scale as recommended for Type Suppliers, i. e., Rs. 40—50. The Union has asked for the scale of Rs. 50—70 for Type Suppliers and for Distributors also Rs. 50—70. We have suggested the scale of Rs. 70—95 for Type Suppliers. The same scale is recommended for the Distributors.

Inkman (Rs. 26—38) —The Committee considered the case and suggested Rs. 34—44 with bonus and Rs. 40—60 without bonus. The Special Officer has recommended a scale of Rs. 34—44. The Department has suggested a scale of Rs. 34—44. We recommend the scale of pay of Rs. 55—70.

Press Flyboy—The Special Officer suggested a scale of Rs. 30—39. The Committee has suggested the same scale. The Department has suggested a scale of Rs. 20—30. We recommend the revised scale of Rs. 55—70.

5. The revised scales of pay recommended by us for the rest of the posts in the Department are contained in Statement No. 14 included in Appendix A to our Report.

## GRAMA PANCHAYATS DEPARTMENTS

- 1. The Director of Grama Panchayats is the Head of the Department and is assisted by Deputy Director and Assistant Directors. The main categories of posts special to the Department are as follows:—
- (1) Grama Panchayat Organisers—The existing scale of pay is Rs. 175—380. The posts are generally filled by members of the Orissa Subordinate Administrative Service (Sub-Deputy Collectors). We recommend the same scale as recommended for Sub-Deputy Collectors, i.e., Rs. 230—500.
- (2) Grama Panchayat Supervisors—The existing scale of pay is Rs. 120—250 The posts are generally filled up by promotion from among Audit Inspectors whose minimum qualification is Intermediate. Keeping into account the duties and responsibilities attached to the posts we recommend the same scale as recommended for Non-Gazetted Tahasildars Grade 1 in the District Offices, i.e., Rs. 150—325.
- (3) Audit Inspectors —The existing scale of pay is Rs. 85—115. Keeping into account the duties and responsibilities attached to the posts we recommend the scale of Rs. 115—160.
- 2. A complete list of the revised scale of pay for the various categories of posts as recommended by us is given in the Statement No. 15 included in Appendix A to our Report.

#### HINDU RELIGIOUS ENDOWMENT COMMISSIONER

- 1. The following are the main categories of posts in the Department which fall within our terms of reference:—
  - (1) Assistant Commissioners of Endowment
  - (2) Inspector of Endowment

The posts of Assistant Commissioner are filled up by Officers of Judicial Department. We would, therefore, recommend the same scales for these posts as recommended by us for the posts of corresponding rank in Judicial Department. As regards the post of Inspector of Endowment the present scale is Rs. 120—220 and qualifications prescribed are Intermediate. Considering the qualifications and duties and responsibilities attached to the post we recommend the revised scale of Rs. 155—250.

2. The revised scales of pay for rest of the posts in the Department as recommended by us are shown in the Statement No. 16 included in Appendix A attached to our Report.

#### INDUSTRIES DEPARTMENT

1. The Director of Industries is the Head of the Department. The Department is in charge of development of large scale as well as small scale industries and Technical Education including training. The Department has gone through a rapid expansion during the First and Second Five-Year Plan period and is at present one of the biggest Development Departments of the State Government. The Director of Industries is now assisted by two Joint Directors, three Deputy Directors and a number of Assistant Directors. Bosides, there is one Industrial Engineer and a Fruit Technologist. The Department maintains at present (a) five Engineering Schools including two Aided Schools, (b) six Industrial Training Institutes, (c) one Vocational Training Centre, (d) ten Industrial Schools, (e) one Automobile and Diesel Training Institute, f) eight common service centres and a few Production-cum-Training Centres. It is also propagating the use of better techniques and skills in respect of various branches of Industrial development such as leather, ceramics, saw mill and wood seasoning, etc., and has got various development schemes for development of particular Industries, namely Demonstration Shoe Factories, Development of Pottery, Development of Carpentry Arts, Crafts and Design Centre, Schemes for manufacture of cutlery, cycle parts and locks, During the Second Plan period, the target was to establish four standard Industrial Estates and one Rural Estate at Cuttack, Rourkela, Jharasuguda, Berhampur and Kendrapara respectively. Out of them the Industrial Estates at Cuttack, Rourkela and Jharasuguda have already started functioning and the remaining are under construction. The Department has also in hand pilot project scheme under which Government have started Limited Liability Companies in collaboration with private entrepreneurs in the field of small scale industries. 37 enterprises have already come up in the field and 12 of them have gone into production Excluding specific allocation for Technical Education the total allocation for the Department under Second Five-Year Plan was Rs. 631:4 lakbs and in the Third Five-Year Plan it is proposed to be Rs. 651.68 lakhs. In respect of some of the schemes of the Department the Registrar is the Head of the Department. There are altogether 1,289 employees in the Department out of which 12 are in Class I, 39 in Class II, 728 in Class III and 501 in Class IV. The total number of technical posts is 515. The rest of the posts are administrative, executive, ministerial or messengerical. The scales of pay of most of the technical posts in the Department have been recently revised by the Technical Pay Committee. While recommending revised scales for these posts we have taken into account

the order of increase already recommended by the Technical Pay Committee for these posts. We have also ensured in the revised scales that the scales of the posts in the Department compare favourably with posts in the Works Department with comparable qualifications. While suggesting revised scales we have also taken into account the developmental activities attached to various posts and consistently with our general approach that posts involving developmental work should get greater order of increase, we have suggested higher scales of pay for these posts.

2. With these remarks we discuss below the scales of pay for the more important posts special to the Department and falling within our terms of reference.

Assistant Director of Industries (Leather) (Rs. 200-700)—The qualifications prescribed are a degree in Science plus diploma in leather technology with three year's experience in leather technology. It is a specialist post. We recommend the same scale as recommended by us for the Assistant Engineers in the Works Department, i. e., Rs. 260-780. As in addition to a degree actual experience has also been prescribed we also recommend that suitable higher start in the above scale may be given, if need be.

Assistant Director of Industries (General) (Rs. 200-700)—The post is filled up by an officer belonging to O. A. S. We recommend the revised scale of Rs. 260-780 as recommended by us for Deputy Collectors.

Assistant Director of Industries (Mechanical) and Small Scale Industries—(Rs.200—700)—In line with our recommendation for the posts of other Assistant Directors in the Department we recommend the revised scale of Rs. 260—780 for these posts.

Industries Engineers (Rs. 200—700)—Qualifications prescribed are a Graduate in Engineering. Considering the scale we have recommended for posts with similar qualifications in Works Department we recommend the revised scale of Rs. 260—780.

Industrial Chemist (Rs. 200—700)—Qualifications prescribed are Post-graduate degree in Applied Chemistry or degree in Chemical Engineering. Considering the scale we have recommended for posts having similar qualification and duties we recommend the revised scale of Rs. 260—780.

Assistant Engineers (Civil) (Rs. 200—700)—The qualification prescribed and duties, etc., of the posts are same as in Works Department. We recommend the revised scale of Rs. 260—780. We also recommend that the post should ordinarily be filled up by borrowing officers from Works Department.

Publicity Officer (Rs. 200—700)—Qualifications prescribed are stated to be a degree in Arts or Second Class Post-graduate training in Law and Politics with experience in publicity for four years. Considering the qualifications prescribed and duties and responsibilities assigned to the post we recommend the revised scale of Rs. 260—780.

Assistant Inspector of training (Rs. 200-700)—Qualifications prescribed are Degree in Mechanical Engineering. In view of the qualifications and duties and responsibility involved in the post we recommend the revised scale of Rs. 260-780.

Accounts Officer (Rs. 175—380)—The post is filled up by an officer of Junior Branch of Finance Service. We recommend the same scale as recommended by us for Junior Branch of Finance Service, viz., Rs. 230—500.

District Industries Officer (Rs. 260—700)—The qualifications prescribed for the post are Graduate in Engineering. Considering the qualifications prescribed and duties and responsibilities attached to the post we recommend the revised scale of Rs. 260—780.

Leather Technologist (Rs. 200—700)—Qualifications prescribed are degree in leather technology with one year experience in Leather Industry. Considering the qualifications prescribed we recommend the scale of Rs. 260—780.

Ceramic Technologist (Rs. 260—700)—Qualifications prescribed are degree in Ceramics. We recommend the same scale as recommended by us for Leather Technologist, i.e., Rs. 260—780.

Pilot Project Officers (Rs. 200—460)—Qualifications prescribed are Matriculates and Diploma holders in various industries plus practical experience. Considering the qualifications and duties and responsibilities attached to the post we recommend the revised scale of Rs. 260—540.

Statistician (Rs. 175—350)—Qualification prescribed are M.A., or M. Sc., in Statistics. Considering the qualifications prescribed and scale allowed by us for posts with similar qualifications in Bureau of Statistics and duties and responsibilities attached to the post we recommend the revised scale of Rs. 260—540.

## ENGINEERING SCHOOL

Junior Lecturers, Orissa School of Engineering (Rs. 200—700)—The qualifications prescribed are M.A., or M.Sc., with two years, experience in teaching. We recommend the revised scale of Rs. 260—780 for Lecturers of Engineering School.

Assistant Lecturer in Mathematics, Science and Civil Engineering (Rs. 155—250)—Qualifications prescribed are B.Sc., with sufficient experience in teaching, for Assistant Lecturers in Mathematics and Science and for Assistant Lecturers in Civil Engineering, Matriculates plus Diploma in Engineering, or technology or certificate of apprentices. For Assistant Lecturers in Mathematics and Science we recommend the scale as recommended by us for trained Graduate teachers in Education Department and for those in Civil Engineering we recommend the same scale as recommended by us for Overseers in Works Department in case posts are filled up by deputation from Works Department and in case they are filled up by direct recruitment we would recommend the revised scale of Rs. 185—325.

Foreman (Rs. 155-250) and (Rs. 120-250)—Qualifications prescribed are same as for Overseers in Works Department. We recommend the revised scale of Rs. 150-300.

The revised scales of pay recommended by us for less important posts and common category of posts are indicated in the Statement No. 17 included in Appendix A to our report. The revised scales for the post of Artisan in the department have also been included in the Statement. We have made certain observation in regard to these posts in our Chapter dealing with Industrial workers which may also be referred to:

## JUDICIAL DEPARTMENT INCLUDING HIGH COURT

#### HIGH COURT

1. High Court is the Head of the Judicial Department and controls the subordinate courts under it in addition to exercising judicial powers on original and appellate sides. It is an authority created by the Constitution and the Chief Justice has powers to make rules regarding the conditions of service of the staff employed in High Court, but such rules so far as they relate to salaries and allowances, leave or pension require Governor's approval. At present in recognition of the status accorded to High Court under the Constitution the scales of pay of various category of posts on ministerial establishment have been given the same scales of pay as allowed to corresponding categories of posts in the Secretariat. We have given careful thought to the question whether this parity should be maintained or not and have come to the conclusion that it will not be proper to disturb the parity.

- 2. With these remarks we proceed to discuss below the scales of pay of the more important posts special to the Department.
- 1. Superintendent—(Rs. 300—15—390)—We recommend the same revised scale as recommended for Senior Head Assistant in the Secretariat, i.e., Rs. 350—440.
- 2. Junior Superintendent (Rs. 235—300)—We recommend the same scale as recommended for the Junior Head Assistants in the Secretariat, i. e., Rs. 300—395.
- 3. Private Secretary and Judgment Writer to Chief Justice—We recommend that the revised scale for the post should be the same as recommended by us for other Judgment Writers, i.e., Rs. 250—375 and in view of the additional duties performed by him for acting as Private Secretary to Chief Justice he may get special pay at a suitable rate.
- 4. Judgment Writer (Rs. 205-300)—In view of the qualification prescribed and duties and responsibilities attached to the post we recommend the revised scale of Rs. 250-375.

# JUDICIAL DEPARTMENT

The important category of post in the Department which is special to the Department within our term of reference is that of Munsif. The munsifs are at present in the scale of Rs. 200—700.

Considering the qualifications prescribed and duties and responsibilities attached to the post, we recommend the revised scale of Rs. 260—780 for the post.

A complete list of the revised scales of pay recommended by us for post in the offices of High Court, Judicial Department and posts in the office of the Advocate-General are contained in a Statement No. 18 included in Appendix A attached to our Report.

## JAIL DEPARTMENT

The Inspector-General of Prisons is the Head of Department and responsible for the administration of Jail. After the submission of the report of the Jail Reforms Committee appointed by the Government in 1952 a number of after-care schemes have been taken up. The following schemes were included in the Second Five-Year Plan:—

- (1) Establishment of Central After-care Home for men and women.
- (2) Establishment of District After-care Shelters
- (3) Introduction of Prison Welfare Service in Circle Jails
- (4) Introduction of Probation Service in the State
- (5) Establishment of two Production units to be attached to Central Homes.

There are at present two Central After-care Homes. The Department has at present 4 Circle Jails, 12 District Jails, 1 Juvenile Jail (Angul), 42 Sub-Jails, 6 Special Sub-Jails, 7 Taluk Sub-Jails and 4 Judicial Lock-ups. For the past few years the correctional aspect of Jail administration has come to emphasised more than the punitive aspect. The Association of the Jail employees besides urging before us the need for enhancement of scale of pay of various categories of employees on account of this change in the emphasis of the two aspects of administration have also urged before us certain measures affecting the administration and training of the personnel. We are only enumerating them here, for such action as Government may like to take on them.

- (1) Proper programme and courses for training for the Jail personnel should be drawn up.
  - (2) The post of Sub-Assistant Jailor should be created
  - (3) Creation of whole-time posts of Superintendent of Jail for all Jails
- (4) The designation of the posts of Assistant Jailor and Jailor should be changed to that of Assistant Superintendent and Deputy Superintendent respectively.
- (5) A post of Superintendent in Class I scale for Berhampur Central Jail should be created.
- (2) with these remarks we discuss the scales of pay of main categories of posts special to the Department and falling within our terms of reference.

Superintendent of Jails—The post is filled up by Medical Officers who are holding additional charges and get special pay of Rs. 100, Rs. 75 and Rs. 50 for 1st class, 2nd class and 3rd class Jails, Sub Jails, and Special Sub-Jails respectively. The Association of employees has urged before us that this system is not yielding satisfactory results and is weakening the prison administration. We discussed this with the Inspector-General of Prisons. He pointed out that Government has already decided to fill up the post of two Jails by whole-time Jail Superintendents who have been given the scale of Rs. 200—700. Considering the qualifications prescribed and duties and responsibility attached to the post we recommend the revised scale of Rs. 260—780 for the whole-time postes of Jail Superintendent.

Jailors (Rs. 175—380)—This is the most important category of post in the Jail Department's administrative set-up especially at present when the Superintendents of Jails are Medical Officer who are attending to their duties in Jail Department in addition to their duties in Medical Department and most of the burden of Jail administration has to be borne in the nature of things by Jailors. The posts are filled up by promotion from amongst Assistant Jailors who are in the scale of Rs. 100—180. The present scale corresponds to the scale given to Inspector of Police. No recruitment difficulties have been brought to our notice. Employees Association has pointed out that it is necessary to have officers of better colibre in view of the emphasis on correctional aspect of Jail Administration in recent times. We have considered the points raised by Association and also discussed them with the Inspector-General of Prisons and recommend the revised scale of Rs. 215—425.

Assistant Jailors (Rs. 100—180)—The present scale is at par with the scale given to Sub-Inspectors. These officers are put in charge of Sub-Jails and are responsible for the administration of these smaller units of administration in the Department. They are directly recruited and minimum qualifications prescribed are I. A. and I. Sc. The Association has asked for a scale of Rs. 175—380 and urged that qualification for the post may be raised. We discussed the question of raising qualification with the Inspector-General of Prisons. He has inform us that it has been decided to raise the qualification to Graduation level

Considering the enhanced qualification and duties and responsibilities etc., attached to the post, we recommend the revised scale of Rs. 155—235 for this post. For those who do not possess this enhanced qualification we recommend the scale of Rs. 125—220.

Chief Head Warder (Rs. 50—90)—The post is a promotion post for Head Warders who in turn are appointed by promotion from Warders. These posts are created in each first class District Jail. The Association has pointed out that the promotees to this post do not get the benefit as they get this post towards the fag end of their career. In view of the point raised by the Association and duties and responsibilities of the post, we recommend the revised scale of Rs.95—135 for this post.

Head Warder (Rs. 45—65)—The post is filled up by promotion from amongst Warders and the scale at present corresponds to the scale of Havildar in Police Department. We recommend that this parity should be maintained and recommend the revised scale of Rs 70—95 as recommended by us for Havildars.

Warder (Male and Female) (Rs. 28—40)—They are at the bottom of the administration and are recruited direct. Minimum qualifications are 'literacy'. Employees Association has suggested that it is necessary to lay down higher qualifications and allow better scale. We have carefully considered the point raised by the Association and discussed it with Inspector-General of Prisons. We feel that it will be enough if present parity with the scale of pay of Constables is maintained and accordingly recommend the same scale as recommended by us for Constables in Police Department i. e., Rs. 60—75. We also recommend that qualification on the basis of qualification laid down for Constables in Police Department should be laid down for this post.

After-care Officer in-charge District After-care Home (Rs. 175—380)—The posts have been created during Second Five-Year Plan period. Qualifications prescribed are degree holders with training in Social Service. Considering qualifications prescribed and duties and responsibilities attached to the post we recommend the scale of Rs. 215—425.

Prison Welfare Officer (Rs. 175—380)—Qualifications prescribed for the post are same as for After-care Officers. Duties assigned to the posts are also comparable with those assigned to After-care Officers. Accordingly we recommend the revised scale of Rs. 215—425 for this post also.

Superintendent, Central After-care (Rs. 200-460)—Qualifications prescribed are same as for After-care Officer or Prison Welfare Officer. As however the duties and responsibilities are higher, a higher scale has been given at present. Considering the duties and qualifications laid down for the post as well as scale recommended by us for the post of Superintendent of Jails (whole-time) we recommend the scale of Rs. Rs. 260—780 for this post.

3. The revised scales for rest of the posts in the Department are shown in the Statement No. 19 included in Appendix A to our Report. For posts in the nature of Artisans discussions in our Chapter on Industrial Workers under the State Government may also be referred to.

## LABOUR DEPARTMENT

1. Labour Department is in charge of the enforcement of various labour laws and for the maintenance of industrial peace and attends to conciliation and settlement of industrial disputes. The Labour Commissioner-cum-Chief Inspector of Factories is the head of the Department. He is assisted by the Deputy Labour Commissioner on the labour side and by the Deputy Chief Inspector of Factories and Boilers in the Factory and Boilers branch. The

pay scales of various posts in the Labour Department were considered by the Technical Pay Committee and it recommended that scales of pay should be same as in the Works Department but posts in the Department should first be graded and qualifications prescribed. The qualifications have been fixed by the Department who sent us a memorandum recommending that the Labour Officer and Assistant Labour Officers should be given scales of Rs. 200—460 and Rs. 175—380 respectively. We agree with Labour Department that considering the qualifications prescribed and duties assigned the present scales of pay required to be up graded. Accordingly, we have suggested higher scales for some of the categories of the staff in the Labour Department. We have also in formulating our proposal for new scales of pay for this Department given due weight to the fact of industrialisation of the State in recent years and the extra measure of duties it has thrown upon the employees of the Labour Department.

2. With these observations we discuss below the scales of pay of the main categories of posts special to the Department and falling within our terms of reference.

Assistant Labour Commissioner (Rs. 200—700).—Qualifications prescribed are Graduation in Arts, Science with diploma or degree in Labour Welfare and in Labour and practical experience in labour administration. Considering the qualification, duties and responsibilities attached to the post we recommend the scale of Rs. 260—780.

Inspector of Boilers and Inspector of Factories (Rs.260—780)—The post is filled up by direct recruitment at present. We have already indicated our general approach towards revision of pay scales of this post in Factory Branch. In line with our general approach in regard to these posts we recommend the revised scale of Rs. 260—780 same as recommended by us for Assistant Engineers in Works Department.

Labour Officer (Rs. 155—235) and Assistant Labour Officer (Rs. 100—180)—Labour Officers are the District Level Officers of the Department and have been appointed both by direct recruitment and promotion so far. It is, however, seen from the proposed cadre rules that henceforth the posts will be filled up by promotion of Assistant Labour Officer for whom qualifications prescribed are graduation with two years' Diploma or Degree course in Labour and Labour Welfare with preference to Law Graduates. The Department has represented for enhancement of pay scale. Considering the qualifications prescribed and responsibility and duties attached to these posts we recommend the revised scale of Rs. 260—540 for Labour Officer and for the Assistant Labour Officers who are appointed to assist Labour Officers in some heavier districts and who will constitute the recruitment level for the cadre of Labour Officers and will have to possess the qualifications indicated above we recommend the scale of Rs. 215—425.

Welfare Organiser (Rs. 100—180) Qualifications precribed for this !post are Matriculation with experience in organisation of labour welfare with knowledge in music, craft and art. They impart physical training, conduct educational literacy classes, social welfare and cultural programmes. The Labour Commissioner has informed us during discussions with him that it is proposed to raise the qualifications to Intermediate. in view of this and duties and responsibilities attached to the post we recommend the scale of Rs. 155—235.

Welfare Instructor (Male) (Rs. 50-90)—The duties assigned to the post are akin to those attached to post of Welfare Organiser. Qulifications prescribed are Matriculation with knowledge in music, craft and various arts. Considering qualifications prescribed and duties and responsibilities we recommend the scale of Rs. 100-155 for this post.

Lady Instructor (Rs. 50-90)—Acquisition and training required to be possessed are equal to Gram Sevikas. In view of this we recommend the revised scale of Rs. 100-155, the scale recommended by us for Gram Sevikas.

2. The revised scales for rest of the posts in the Department recommended by us are shown in the Statement No. 20 included in Appendix A to our Report.

#### **MARKETING**

The Secretary, Development Department is the ex officio Director of Marketing and is assisted by the Joint Director of Marketing. The Department's main activities consist in conducting marketing surveys and reports, enforcement of Orissa Agricultural Produce Market Act, and Weights and Measures Act. The Department also looks after warehousing facilities and co-operative marketing. It also arranges for marketing intelligence and statistics regarding commodity prices. The Department is also primarily associated with the collection and dissemination of market information regarding arrivals and despatch, etc., of different agricultural commodities and prices in important markets of the State for the benefit of both the buyer and the seller. Daily, weekly and monthly bulletins are issued by the Department in this connection. The total staff employed by the Department is 232 out of which the Class I post is one, Class II 4, Class III 123 and Class IV 104.

2. With these remarks we examine hereunder in detail the scales of pay of main categories of posts special to the Department and falling within our terms of reference.

Regional Marketing Officer—The existing scale is Rs. 200—700. It is stated that the post is to be filled up by promotion from Junior Marketing Officers. At present, however, three posts of Junior Marketing Officers have been upgraded to the post of Regional Marketing Officers. Considering the duties and responsibilities attached to the post and nature of work involved in the post we recommend the revised scale of Rs. 260—780.

Superintendent, Standards Laboratory—The existing scale is Rs. 200—700, and qualifications prescribed are B. Sc. with experience in Laboratory work. Considering the qualifications and duties and responsibilities, etc., attached to the post we recommend the revised scale of Rs. 260—780 for the post.

Statistician—The existing scale is Rs. 175—380. For posts with similar qualifications and nature of work, etc., we have recommended the scale of Rs. 260—540, in the Bureau of Statistics and Economics. We recommend the same scale for the post.

Inspectors of Weights and Measures—The existing scale is Rs. 80—144. Qualification prescribed are Intermediate in Arts or Science. There are at present 85 Inspectors. They were previously Inspectors of Supplies. They have represented to us that they have suffered by coming over to this Department and that whereas their compeers in Supply Department have got promotion to higher scales they are stagnating in their scales. We find the promotion prospects for them in this Department to be highly inadequate. For 85 Inspectors there are 2 Marketing Supervisors to which they can aspire for promotion. We, therefore, recommend that a Selection Grade should be created at the rate of 12½ per cent of their total strength in the scale of Rs. 155—250. Further we find that the Inspectors are trained at Government cost and doing a specialised type of job. We feel that the present scale is not commensurate with their qualifications and needs to be upgraded. Accordingly we recommend the revised scale of Rs. 125—190 for this post.

Marketing Supervisors—The present scale is Rs. 155—250. The posts are filled up by promotion from Inspectors of Weights and Measures but in some cases direct recruitment is also made in which case the minimum qualification prescribed is Graduate with Post-Graduate training in Marketing. We recommend the revised scale of Rs. 185—300.

Market Reporters—The existing scale is Rs. 45—65. Qualifications prescribed at present are under-Matric. During our discussions with the Joint Director he has informed us that it has been decided to raise the qualifications to Matric. Considering the educational qualifications prescribed we recommend the revised scale of Rs. 80—135. For persons not possessing the higher qualifications now prescribed we recommend the revised scale of Rs. 70—95.

Manual Assistant—The existing scale is Rs. 18—24. Considering the nature of work and the existing scale of pay we recommend the revised scale of Rs. 48—60.

3. The revised scales of pay for common categories of post and other posts in the Department as recommended by us are shown in the Statement No. 21 included in Appendix A to our Report.

## MEDICAL AND PUBLIC HEALTH DEPARTMENT

- 1. As the name of the department suggests it is in charge of Medical and Public Health activities in the State. Although there is a common head of the Department to Medical and Public Health Services are organised in different cadres and on the Public Health side Director, Medical and Health Services is assisted by a Joint Director of Health Services. On the Medical side the Department is in charge of Medical relief and medical education. It is also in charge of hospitals at various places in the State and of T. B. Sanatoria. It also helps the Medical institutions run by Local Bodies and private bodies by lending Medical Officer and giving grants-in-aid. There is one Medical College at Cuttack in the State and another at Burla. There is also Teaching Institution of Ayurvedic system of treatment at Puri. On Public Health side the Department is in charge of preventive aspects of diseases including environmental hygiene, control of epidemic and endemic diseases, preventive inoculation, sanitation registration and compilation of Vital Statistics etc.
- 2. As a result of the development and welfare activities taken up by the Government in recent times there has been great increase in demand for doctors and Government have had to meet serious difficulties in recruitment. The Technical Pay Committee which was appointed with a view to overcome recruitment difficulties in connection with Five-Year Plan Schemes noted that apart from general shortage of Medical Graduates in the market, some of the recruitment difficulties were due to unattractive scales. They accordingly suggested the following revised scales:—

Name of the post	Scales of pay recommended by the Technical Pay Committee		
		Rs.	
1. Dais		30—39	
2. Auxiliary Nurse		70—100	
3. Male Nurses	••	70—100	
4. Staff Nurse	••	85—155	

5. Sister-Tutor, Grade I & Grade II	••	Rs. 155—250
6. Nursing Sister	••	125-185
7. Matron	• •	250-330
8. Assistant Matron or Junior Matron	• •	155—250
9. Assistant Surgeon, Grade I 10. Assistant Surgeon, Grade II	••	195—460
11. Civil Surgeons	• •	600960
12. Assistant Professor (Clinical)	• •	450—750
13. Assistant Professor (Non-Clinical)	• •	550 - 850
14. Professor (Clinical)	••	800-1,150
15. Professor (Non-Clinical)	• •	1,000—1,250

Government accepted the recommendation of the Technical Pay Committee and introduced all these scales. We discussed the present position regarding recruitment with the Director of Health Services. He informed us that difficulties still continued and pleaded for further increase in the scale of pay. We have considered this very carefully and feel that while revising the scale of pay of posts in this Department it is to be borne in mind that scope of private practice is on the increase and position in the State regarding availability of Medical Graduates is yet far from satisfactory and that in the public interest it will not be desirable to debar general body of medical officers from private practice at this stage. The Medical Service Association and Public Health Service Association have pleaded before us for scales of pay which will ensure an equivalent status with those of other comparable services. They demanded the scale of Rs. 200-700 for all members of State Medical Service and starting pay of Rs. 360 in the above scale for M.B., B.S. plus 2 increments for those possessing Diploma and equivalent qualification plus four increments for degree or equivalent qualification. We have considered this suggestion also, and keeping in view that we are not recommending that general body of Medical Government Servants should be debarred from private practice, we have revised the scale of pay for medical personnel in a manner that their revised scales of pay are not out of step with the scales of other Government employees with comparable attainments and responsibility.

3. With these observations we discuss below the scales of pay of main categories of posts special to the Department both on Medical and Public Health side which fall within our terms of reference. We take up the Medical side first.

Assistant Surgeons, Grade I—The pre-Technical Committee scale was Rs. 155—460. The Technical Pay Committee had recommended the scale of Rs. 195—460 for Medical Graduates. The minimum of Rs. 155 in the scale was intended to fit in the L. M. P. qualified Assistant Surgeons which is a vanishing class. The Medical Graduate in this scale starts at Rs. 195 and the practice of having three grades of Assistant Surgeons viz., Grade I, Grade II and Grade III has been discontinued and the three categories have been replaced by Assistant Surgeons, Grade I in the above scale. The Medical Service Association has suggested a scale of Rs. 200—700 with starting salary of Rs. 360. We have carefully considered the suggestion and find that the Class II scale is not justified. Considering that we are not going to recommend stoppage of Private practice and the

Technical Pay Committee has already given some measure of relief in the starting pay and also considering the need for increase and in line with our general decision that posts in Technical Department should be brought on par with posts on administrative side we recommend the revised scale of Rs. 250—540 for these posts. We also recommend selection grade of Rs. 460—600 for these posts.

Pharmacist—The Technical Pay Committee had considered the scale for this post and had suggested the scale of Rs. 70—120. The minimum qualifications prescribed are Matriculation with training in Pharmacy. Considering the qualifications prescribed and duties and responsibilities attached to the post we recommend the revised scale of Rs. 100—155.

4. As regards the nursing side we have carefully examined the scales for main categories of post and after due scrutiny of the existing scales of pay, qualifications and training courses prescribed and duties and responsibilities attached to the post as well as requirements of recruitment and the revised scales recently recommended by Technical Pay Committee we recommend the revised scales for the following posts as below:—

Serial No.	Name of the post	Existing scale of pay	Scale of pay recommended
1	Dai	Rs. 24—34	Rs. 60—75
2	Midwife	Rs. 50-65	Rs. 90—150
3	Male Nurse	Rs. 70—100	Rs. 110 -195
4	Auxiliary Nurse	Rs. 70—100	Rs. 95—135
5	Nurse-Tutors	Rs. 85—155	Rs. 125—220
6	Staff Nurse	Rs. 85—155	Rs. 110—195
7	Nursing Sister	Rs. 125—185	Rs. 155—235
8	Sister-Tutor	Rs. 155—250	Rs. 185—300
9	Matron (Superinte n d e n t of Nursing.)	Rs. 250 – 300	Rs. 300—395

Lastly we deal with the scales of pay of main categories of post of Ayurvedic qualified personnel in the Department. The Association of the concerned Government servant has pointed out to us that the existing scale allowed for the Ayurvedic qualified doctors are very low and not at all commensurate with cost, time and trouble undergone. We have examined the point raised by the Association and had the benefit of exchange of ideas regarding revision of scales of pay of Ayurvedic qualified persons with Health Secretary and the Director of Health Services. We understand that to get Ayurvedacharya qualifications 7 years after Prathama course are to be put Considering this and all other aspects of the matter we recommend the revised scale of Rs. 110—155 for posts in which Ayurvedacharya is the prescribed qualification. The other qualifications in

Ayurvedi are D. A. M. S. and Astang Ayurveda and to attain the former one has to put in 4 years of training after Matriculation and the latter 4 years after Madhyama. In view of this and in view of the duties and responsibilities attached to the post to which persons with these qualifications are appointed we recommend the revised scale of Rs. 125—220 and 150—300 for posts requiring Astang Ayurveda and D. A. M. S. qualified persons respectively.

## **PUBLIC HEALTH**

6 Assistant Surgeon, Grade II (Rs. 245-460) and Assistant Surgeon, Grade I (Rs. 310-700.) The existing scale has been recommended by the Technical Pay Committee. Prior to this the scale was Rs. 175-380 for Grade II. The Technical Pay Committee considered the question of revision of pay scales of various categories of Assistant Surgeons in Health Department in the context of recruitment difficulties which were being experienced. They found that there were three scales viz., Grade I, Grade II and Grade III in the scales of Rs.200-700, 175-380 and 120-250, and recommended that the posts of Assistant Surgeons, Grade III, should be abolished and existing unfilled posts should be converted to those of Grade II. There are, therefore, very few posts in the scale of Rs. 120-250 in the department and no further recruitment to these posts is being made. They suggested the scale of Rs. 245—460 for Grade II and a scale of Rs. 310—700 for Grade I inclusive of the compensatory allowance for being debarred from private practice. Expectations were that these higher scales, will improve the recruitment position but it has not been so. Both the Public Health Services Association and Director of Health Services have pointed out to us that recruitment position has showed no signs of improvement so far and large number of posts in the two grades are lying vacant. The Director of Health Services has suggested to us that as the recruitment to Grade II has been comparatively much poorer, it is no use keeping two separate scales. He is of the view that like the Assistant Surgeons on Medical side there should be only one grade for recruitment and a sufficiently attractive scale keeping in view the nature of duties and absence of private practice for medical personnel on the Public Health side should be prescribed. In this connection, he also indicated that the ideal solution will be to have a combined Medical and Public Health cadre with common scales of pay. We have carefully considered the suggestions made by the Director of Health Services. As regards the point that instead of two grades there should be one grade for Public Health Assistant Surgeons, we agree that it is no use keeping two grades and recommend that there should be one grade of Assistant Surgeon Public Health as on the Medical side and all unfilled posts in Grade II should be converted into Grade I. Considering the duties and responsibilities attached to posts to which these Assistant Surgeons will be appointed, we recommend the revised scale of Rs. 370—780. We also recommend a selection grade of Rs. 620—850 for these posts inclusive of compensatory allowance for loss of private practice and further recommend that posts at the rate of 25 per cent of the total cadre strength of Assistant Surgeons should be in the selection grade and posts carrying higher and more responsible duties than the posts to which Assistant Surgeon. Public Health, will be appointed should be in the Selection Grade. We understand from the Director of Health Services that there will be jobs in the Department to accommodate 25 per cent of cadre of Assistant Surgeons, Public Health in jobs with higher and more responsible duties than those of Assistant Surgeons. For Assistant Surgeons, Grade III, who are continuing we recommend the revised scale of Rs. 150-300.

Health Inspectors (Rs. 70—120)—The existing scale has been prescribed by the Technical Pay Committee. Prior to this the scale was Rs. 60—2—90. The Health Inspectors' Association has urged before us that as they constitute the rock bottom of the structure of public health services and on their devotion to work and duty largely depends the success or otherwise of the various Health

schemes, they should be given the revised scale of Rs. 125—185. The qualifications prescribed are Matriculates with training in Health Inspector's course. Considering the qualification prescribed and nature and importance of duties performed by them and the order of increase already allowed by the Technical Pay Committee we recommend the revised scale of Rs. 100—155. In this connection we notice that the promotion prospects for Health Inspectors are limited and in order to provide them with sufficient promotion prospects we recommend that a selection grade of Rs. 125—190 at the rate of 12½ per cent of the post in the cadre of Health Inspectors should be created. We also recommend that the practice of appointing special Health Inspectors and allowing them special pay as recommended by the Technical Pay Committee should be stopped. The Health Inspectors who hold more important charges should hereafter be appointed in Selection Grade. We also recommend that these recommendations should also be applied to Senior Malaria and Junior Malaria Inspectors.

Vaccinators (Rs. 30—39)—Qualifications prescribed are M. E. standard with vaccination training. We suggest the scale of Rs. 70—95.

Assistant Analytical Chemist (Rs. 120—250)—Qualifications prescribed are Science Graduates with Honours in Chemistry. The candidates get promotion to the post of Analytical Chemist in the scale of Rs. 250—410. The duties of the post are quite important and responsible. The Director of Health Services has informed us that it has been decided to appoint M. Sc.'s to the posts. Considering the qualifications and importance of duties and responsibilities attached to the post we recommend the revised scale of Rs. 230—540.

Analytical Chemist (Rs. 250—410)—The post is filled up by promotion from amongst Assistant Analytical Chemists and is next higher post in the line. Considering the scale recommended by us for Assistant Analytical Chemist we recommend the scale of Rs. 260—780 for this post.

Bacteriologist and Pathologist—The existing scale is Rs. 510—700. The Technical Pay Committee considered the scale for this post but did not suggest any change. The post is filled up by a specialist who does not share in the promotion prospects available to other posts in the Department. In view of this and in view of the duties and responsibilities attached to the post we recommend the scale of Rs. 620—850 for the post.

7. The revised scales of pay for rest of the posts in the Department both Medical and Public Health side are indicated in Statement No. 22 included in Appendix A attached to our Report. In respect of posts which are of the nature of Artisan reference may also be made to discussion in Chapter on Industrial workers.

## MINING AND GEOLOGY DEPARTMENT

1. The Director of Mines and Geology is the Head of the Department. The Department is in charge of administration of mining and geology and development of mineral resources of the State. The State abounds in mineral resources and realising the vast scope for development in this field, a separate department of Mining and Geology was created in the year 1956. Secretary, Industries, is also Secretary, Mining and Geology. At present there is no Director of Mines and Secretary of Industries is functioning as the ex officio Director of Mines. He is assisted by one Deputy Director and one Chief Mining Officer. The activities of the Department have been expanding as evidenced from the allocation for mining development in the Second Five-Year Plan and in the Third Five-Year Plan. There is an assaying and analytical laboratory at Joda under this Department to determine the mineral contents of the ore. The scales of pay for the various

- categories of technical posts in the Mining Department were examined by the Technical Pay Committee in the year 1958. In considering the need for revision of these scales we have taken into account the recommendations of the Technical Pay Committee. It is noticed that most of the staff in the Department are technical and at present parity has been maintained in the pay scales of the Department with scales of other technical departments. We have, in our recommendations, maintained this parity wherever it is desirable to maintain it.
- 2. With these observation we proceed to discuss below the revised scales of pay for the main categories of posts which are special to the Department and fall within our terms of reference.
- (1) Mining Officers (Rs 200—700)—The existing scale of pay is Rs. 200—700 and has been suggested by the Technical Pay Committee. Prior to Technical Pay Committee's recommendation the scale was also Rs. 200—700. Minimum qualifications prescribed are degree in Mining. Considering the qualifications prescribed we recommend the revised scale of Rs. 260—780 for this post.
- (2) Geologist (Rs. 200—700)—The existing scale of Rs. 200—700 has been recommended by the Technical Pay Committee. Prior to Technical Pay Committee's recommendations the scale was also Rs. 200—700. The minimum qualifications prescribed are M. Sc. with diploma in Geology. Considering the qualifications, etc., we recommend the revised scale of Rs. 260—780.
- (3) Analytical Chemist (Rs. 250—410)—This scale was not considered by the Technical Pay Committee. The minimum qualifications prescribed are M. Sc. in Chemistry. Considering the qualifications prescribed and duties, etc., of the post we recommend the revised scale of Rs. 260—780 for the post.
- (4) Assistant Mining Officer (Rs. 175—380)—The existing scale has been recommended by the Technical Pay Committee. Prior to this the scale was also Rs 175—380. The minimum qualifications prescribed are Graduate in Geology. Considering the qualifications prescribed and duties of the post we recommend the revised scale of Rs. 215—425.

सत्यमव जयत

- (5) Mechanical Engineers (Rs. 200—460)—The qualifications prescribed are diploma in Mechanical Engineering. The scale has been recommended by the Technical Pay Committee. Prior to this the scale was Rs. 175—380. To Graduates in Mechanical Engineering we have recommended the scale of Rs. 260—780 and for diploma holders in Mechanical Engineering and Overseers we have recommended the scale of Rs. 150—300 in Works Department. We are of the view that the scale for this should be same as allowed for posts in the Works Department. The qualifications prescribed for the post are Diploma in Mechanical Engineering and experience in operation of Rotary Rig for five years in Commercial Project. Considering the qualifications prescribed we recommend the revised scale of Rs. 186—300. If, however, Graduates in Engineering are to be appointed we would recommend the revised scale of Rs. 260—780.
- (6) Draftsman (Rs. 90—120)—The existing scale of Rs. 90—120 is recommended by the Technical Pay Committee. Previously it was Rs. 85—115. Considering the qualifications, nature of duties and scales prescribed by us for posts of Draftsmen in Works Department we recommend the revised scale of Rs. 115—160 for this post.
- (7) Drill Operator (Rs. 100—180)—The present scale is recommended by the Technical Pay Committee. Prior to this the scale was Rs. 90—120. The qualifications prescribed is licence in driving heavy vehicles and three years' experience. The Technical Pay Committee were of the opinion that a slightly

- higher scale for the post is necessary in view of arduous nature of work in this Department. In view of this and in view of the qualifications, etc., prescribed for the post we recommend the scale of Rs. 125—220 for this post.
- (8) Supervisors (Rs. 120 250)—The scale has been prescribed by the Technical Pay Committee Prior to it the scale was Rs 90-120. The qualification prescribed is a diploma in Mining from a School of Mines. Considering the qualifications and duties, etc., of the post we recommend the revised scale of Rs. 150-300.
- (9) Senior Surveyor (Rs. 120—220)—The existing scale of Rs. 120—220 has been recommended by the Technical Pay Committee. Proviously it was Rs. 125—185. The qualification prescribed is a Certificate from School of Mines There are Surveyors in the Works Department also. Considering the qualifications and nature of duties, etc., we recommend the revised scale of Rs. 185—300
- (10) Junior Surveyor (Rs. 85—115)—Tenchnical Pay Committee considered this scale and did not recommend any change. We understand that duties involved in the post require knowledge of Theodelite survey. Considering the nature of duties and qualifications required to be possessed we recommend the revised scale of Rs. 110—155.
- (11) Senior Inspector (Rs. 120—250:—Technical Pay Committee has prescribed the existing scale of Rs. 120—250. Prior to it the scale was Rs. 90—120. The qualifications prescribed are diploma from School of Mines. Considering the qualifications prescribed and duties and responsibilities attached to the post we recommend the revised scale of Rs. 185—300 for the post.
- (12) Junior Inspector (Rs. 70—100)—The qualifications prescribed are Matriculation with three years' experience of working of mines. Technical Pay Committee had considered this post but did not recommend any change. Considering the qualifications, etc., of the post we recommend the revised scale of Rs. 110—155.
- (13) Graduate Laboratory Assistant (Rs. 120—250)—In view of the recommendations made by us for similar posts in other Departments and duties and responsibilities attached to the post in the Department we recommend the revised scale of Rs. 150—300.
- (14) Survey Instructor (Rs. 155-250)—Considering the qualifications prescribed for the post and the present scale of pay we recommend the revised scale of Rs 150-300 for this post.
- (15) Workshop Foreman (Rs. 120—250)—Considering the qualifications prescribed and duties, etc., of the post we recommend the revised scale of Rs. 150—300 for the post.
- (16) Workshop Inspector (Rs. 100—180)—The present scale is equal to the scale of Driller Operator. Considering the present scale and duties etc., of the post we recommend the revised scale of Rs. 125—220.
- (17) Demonstrator (Rs. 100-180)—Considering the existing scale, qualification and duties etc., prescribed for the post we recommend the revised scale of Rs. 125-220.
- (18) Store-keeper (Rs. 50-90)—Considering the scale of pay prescribed for similar post in other Departments we recommend the revised scale of Rs. 80-135 for this post.

- (19) Sampler (Rs. 40—60)—The qualifications prescribed are Under-Matric with experience in sampling. We recommend the revised scale of Rs. 65—85.
- (20) Lecturers O. S. M. E. Technical Subject (Rs. 260—700)—Considering the qualifications prescribed and the fact that the post is filled up by deputation from the Mining Department cadre we recommend the revised scale of Rs. 260—780.
- (21) Lecturers of non-Technical Subjects Mathematics and Science—Considering the scale recommended by us for the similar post in Orissa School of Engineering we recommend the revised scale of Rs. 260—780.
- 3. The revised scales for various posts of common category and less important posts special to the Department recommended by us are indicated in the Statement No. 23 in Appendix A to our Report.

#### PUBLIC RELATIONS DEPARTMENT

- 1. At the time of formation of the State in 1936, Government publicity was conducted through the Special Section of the Home Department and no separate staff was entertained for the above work at that time. During the period of war the imperative necessity for wide publicity of Government War Policies was keenly felt and a post of Assistant Publicity Officer was created for the purpose. Some clerical staff were also entertained at the Secretariat level. The work of the Publicity Department, however, gradually developed resulting soon in the creation of a full-fledged office and the post of a Publicity Officer as the head of the Organisation. After the merger of ex-princely States in the regular province of Orissa increase in the number of Publicity staff was felt necessary to publicise the Government policies in the interior parts of the ex-States. Consequently some staff at District level were appointed to conduct publicity of Government activities. This, in brief, is the evolution of publicity organisation in the State. At present Home Secretary is ex officio Director of Public Relations and is assisted by Deputy Director of Public Relations who functions as the Head of the Department under the control of Home Department. He has also been given the ex officio status of Under-Secretary in the Home Department. The activities of the Department are now to act as a channel through which publicity is given to policies of Government, its programmes and achievements. The Department publishes two journals "THE UTKAL PRASANGA" AND "THE ORISSA REVIEW". The Department's activities have been expanding in recent years under the impact of Plans and the total staff of the Department at present consists of 485 officers out of which Class I, II, III and IV Officers are respectively 1, 27, 333 and 124. The Department is also in charge of Translation for which there is a Senior Translator and a Junior Translator. It is also in charge of expansion of tourism in the States and there is a Tourist Information Officer.
- 2. With these remarks we discuss the scales of some of the more important posts special to the Department falling within our terms of reference.
- (1) Assistant Director of Public Relations (Rs. 200—700)—The present scale is equal to Class II scale. We recommend the revised scale recommended by us for Class II posts i. e., Rs. 260—780.
- (2) Production Officer—The qualifications prescribed are B. A. with journalism experience. The present scale is equal to the scale given to the District Public Relations Officer in whose case it is pointed out that the present scale leads to stagnation as there are not enough promotion outlets. We consider the scale of Rs. 260—540 to be reasonable for these posts and believe that it will attract suitable recruits if promotion is also adopted as a method of filling posts in better

- scales in the Department, namely, those of Assistant Director and P. R. O. At present there is only one Assistant Director but we understand in the Third Plan period more posts will be created. We feel when this expansion takes place there will be satisfactory promotion prospects. As the present scale of Production Officer is the same as that of District Public Relations Officer, we recommend the revised scale of Rs. 260—540 for this post.
- (3) Assistant Public Relations Officer (Rs. 200—460)—The present scale of pay for the post is same as for District Public Relations Officer. We will like this parity to be maintained and accordingly recommend the revised scale of Rs. 260—540 for this post.
- (4) Additional Production Officer (Rs. 200—460)—In case of this post also there is parity with the scale of pay of District Public Relations Officer. We are in favour of this parity and accordingly recommend the revised scale of Rs. 260—540.
- (5) District Public Relations Officer (Rs. 200—460)—We have discussed the revised scale of pay for this post above. We recommend the revised scale of Rs. 260—540.
- (6) Information Officer (Rs. 200—460)—As the existing scale is equal to District Public Relations Officer's scale we recommend the revised scale of Rs. 260—540.
- (7) Tourist Information Officer (Rs. 200—460) —In view of the existing parity of scale with that of District Public Relations Officer and qualifications prescribed we recommend the revised scale of Rs. 260—540.
- (8) Film Officer (Rs. 200—460)—Qualifications prescribed are a degree in Cinematography. Considering the qualifications prescribed and duties and responsibilities attached to the post we recommend the revised scale of Rs. 260—540.
- (9) Producer of Films (Rs. 200-460)—The post is reported to be lying vacant at present. Considering the present scale of pay and duties involved in the post we recommend the revised scale of Rs. 260-540.
- (10) Oriya Translator (Rs. 200-460)—Qualifications prescribed is Graduate. The present scale is equal to that of District Public Relations Officer. We recommend the revised scale of Rs. 260-540.
- (11) Assistant Tourist Information Officer and Information Officer (Rs. 175—380)—Considering the scale recommended by us for the Tourist Information Officer we recommend the revised scale of Rs. 215—425 for this post.
- (12) Photographer (Rs. 120—250)—Technical Pay Committee (Artisans Sub-Committe) considered this scale and did not suggest any change. We recommend the revised scale of Rs. 150—300 in line with the general revision of scales of pay recommended by us.
- (13) Assistant Photographer (Rs. 60—110)—Technical Pay Committee considered this and suggested no change. In the Technical Pay Committee Report the post is shown in the scale of Rs. 50—90 whereas the scale reported to us is Rs. 60—110. Considering the qualifications prescribed and nature of duties and responsibilities of the post we recommend the revised scale of Rs. 100—155 for the post.
- (14) Assistant Cameraman (Rs. 120—250)—Technical Pay Committee considered this and suggested the revised scale of Rs. 155—250. We recommend the revised scale of Rs. 185—300.
- (15) Senior Production Assistant and Senior Translator (Rs. 155-235)—The present scales for these posts are equal to the scale of Grade I Assistant. We recommend the revised scale of Rs. 185-300.

- (16) Junior Production Assistant and Junior Translator (Rs. 100-150)—The present scale is equal to that of U. D., Grade II. We recommend the revised scale of Rs. 125-190.
- (17) Exhibition Officer (Rs. 155—235)—The present scale is equal to the scale of Grade I Assistant. We recommend the revised scale of Rs. 185—300.
- (18) Exhibition Organiser (Rs. 120—250)—In view of the existing scale of pay and duties and responsibilities attached to the post we recommend the revised scale of Rs. 185—300.
- (19) Assistant District Public Relations Officer (Rs. 85—115 with starting pay of Rs. 100)—Qualifications prescribed are I. A. with experience in social work. In view of qualifications prescribed and nature of duties and responsibilities we recommend the revised scale of Rs. 125—190.
- (20) Radio Inspector (Rs. 100-180)—Qualifications prescribed are Matriculation with Diploma in Radio. The Technical Pay Committee considered this post and recommended a scale of Rs. 120—250 while laying down that qualifications should be I. Sc. with diploma in Wireless Telegraphy. We recommend the revised scale of Rs. 150—300 with above qualifications.
- (21) Head Operator (Rs. 120—250)—Technical Pay Committee considered this post and recommended the same scale while laying down that the candidate must have been operating cinematography machines for ten years. We recommend the revised scale of Rs. 185—300.
- (22) Operator (Rs. 60—90)—Technical Pay Committee considered the post and did not suggest any change. We recommend the revised scale of Rs. 95—135.
- (23) Fitter (Rs. 100—180)—The Technical Pay Committee considered this scale and recommended the revised scale of Rs. 80—110. We recommend the revised scale of Rs. 100—155.
- (24) Artist (Rs. 100—150)—In view of the qualifications laid down for the post on the basis of scales of pay recommended by similar posts in Education and Co-operative Department we recommend the revised scale of Rs. 150—300 for this post if held by a diploma holder and if held by persons with less qualification Rs. 100—155.
- (25) Carpenter (Rs. 50-90)—Considering the qualifications prescribed and existing scale of pay we recommend the scale of Rs. 80-120 for this post.
- (26) Sales Assistant (Rs. 60—110)—Considering the present scale and duties and responsibilities attached to the post we recommend the revised scale of Rs. 90-150 for this post.
- (27) Receptionist (Rs. 60—110)—Present scale is the same as that of L. D. Assistant. Considering the present scale and nature of duties we recommend the revised scale of Rs. 90—150 for this post.
- (28) Projectionist (Rs. 100—150)—Technical Pay Committee considered the scale and recommended the revised scale of Rs. 60—2—90. Considering the qualifications prescribed for the post and duties and responsibilities attached to the post we recommend the revised scale of Rs. 100—180.
- (29) Store-keeper (Rs. 70—110)—Considering the qualifications prescribed and degree of responsibility involved and the scales recommended for similar posts in other Departments we recommend the scale of Rs. 125—190 for this post.

Librarian—(Rs. 125—195)—Considering the nature of duties and responsibilities of the post and scale recommended by us for similar posts in other departments we recommend the revised scale of Rs. 185—300 for the Librarian's post in this department, provided the minimum qualification laid down for the posts are Graduate.

3. The revised seales of pay for various posts of common category and less important category of posts in the department are indicated in the Statement No. 24 given in Appendix A to our report.

# POLICE DEPARTMENT

- 1. The Police Department is responsible for the maintenance of law and order and detection of crime. The Head of the Department is Inspector-General of Police who is assisted by four Deputy Inspector of Generals, three of whom are in charge of three range offices and one is in charge of Railways and C. I. D. The work of the department is divided into following main branches:—
  - (1) General (District Police)
  - (2) Government Railway Police
  - (3) Orissa Military Police
  - (4) Police Wireless Grid
  - (5) Police Motor Transport Workshop
  - (6) Police Training College
  - (7) Criminal Investigation Branch
  - (8) The Pigeon Carrier Service
  - (9) State Police Band
  - (10) Finger Print Bureau
  - (11) Orissa Fire Service
- 2. With these remarks we discuss below the scales of pay for various posts special to the department.

सन्धमन जयत

## GENERAL (DISTRICT POLICE)

- 1. Police Constables—At the lowest rung of the administrative ladder of the Police Department are the Police Constables. At present their total number is 9,578 and they constitute the largest single category of staff in the department. Their duties are well known to need any discussion here. They are drawing pay in the scale of Rs. 28—1/2—40 at present. They are given free uniforms, rentfree quarters. Considering their duties, nature of their work and benefits such as rent-free quarters etc., enjoyed by them we recommend the revised scale of Rs. 60—75.
- 2. Havildars—Next in the hierarchy are Havildars. They are appointed from amongs Constables, by promotion. They are at present in the scale of Rs. 45—65. At present they number 703 in all. Considering their duties we recommend the scale of Rs. 70—95.

- 3. Assistant Sub-Inspectors—They are meant for giving relief to Sub-Inspectors and attend to Investigation of simple cases, enquire into petitions, supervise process work. They at present number 1,077 and the posts are filled up by promotion from amongst the Constables. Direct recruitment is not ordinarily made to these posts, but is made at times when number of vacancies is large. Their scale of pay is at present Rs. 50—90. Considering the duties and responsibilities we recommend the revised scale of Rs. 80—135.
- 4. Sub-Inspectors—The next higher category is that of Sub-Inspectors. They are employed as Officers in-charge of Thana and are responsible for Police Administration of the area under their charge. They take measures for preservation of law and order and prevention and detection of crime within the limits of their stations. At present they are in the scale of Rs. 100—180. They are appointed from amongst Assistant Sub-Inspectors and for direct recruitment their qualification has recently been raised to Intermediate. In view of the enhanced qualification prescribed and their duties attached to the Sub-Inspectors post we recommend the revised scale of Rs. 155—235.
- 5. Inspectors—The next higher category consists of Inspectors. They are in the scale of Rs. 175—380 and at present their number is 155. They are mainly appointed by promotion from Sub-Inspectors, but recently Government have decided to appoint direct recruits and the qualifications for them are degree in law. The Inspectors are in charge of circles. They inspect police-station in the Circle and whenever a crime of any importance occurs in their circles they are expected to proceed to the spot and personally supervise and guide. Considering the qualification prescribed and duties and responsibilities attached to the post we recommend the revised scale of Rs 215—425 for them.
- 6. Deputy Superintendent of Police—They are in charge of Subdivisions and investigate all grave crimes and are required to inspect police-stations and outposts. They are at present given the Class II Scale. Considering qualification prescribed, method of recruitment and duties and responsibilities we recommend the revised scale of Rs. 260—780.

# RESERVE POLICE

1. In each district, District Reserve consisting of both armed and ordinary force is kept in order to cater to the needs of Guards and emergency duty in connection with the law and order. The hierarchical set-up of the Reserve Branch of the Police Department is as follows:—

Reserve Inspector (	or Sergeant	Major)	• •	Rs. 250—410
Sergeant	• •	• •	• •	Rs. 175—275
R. SI.	••	••	••	Rs. 100—180
Drill SI.	••	• •	• •	Rs. 100180
Havildar Major	• •	••	. ••	Rs. 50—90
Naiks	• •	• •		Rs. 28—40
Lance Naik	• •	••	<b>m</b>	Rs. 28—40
Constables	• •	• •	••	Rs. 2840

- 2. The scales of pay for the various posts in the Reserve Police are similar except in the case of Reserve Inspector, Sergeant. There has been a great demand before us from the Police Association that the existing distinction in the scales of pay of regular Inspectors and Reserve Inspectors should be abolished. We discussed this question with the A. I.-G., who discussed with us the question of revision of scales of pay for various posts in the Police Department.
- 3. The A. I.-G. expressed the view that distinction between Reserve Inspectors and Inspectors in General should be maintained from the Administrative point of view. We also find that the method of recruitment as well as promotion posts for the two posts are different. After careful consideration of this point and all aspects of the matter we recommend the revised scale of Rs. 280—445 for this post. Similarly for the post of Sergeant we recommend that instead of giving a scale at par with the scale for Sub-Inspector the scale of Rs. 215—350 should be given.
- 4. For the rest of the posts in this branch revised scales as recommended by us for posts of corresponding category in general line are recommended.

#### GOVERNMENT RAILWAY POLICE

1. The hierarchical set-up in the Railway Police is as follows:-

Superintendent

Deputy Superintendent of Police (G. R. P)

Prosecution Inspectors (G. R. P.)

Circle Inspectors, (G. R. P.)

Sub-Inspectors (G. R. P.)

Assistant Sub-Inspectors (G. R. P.)

Havildar (G. R. P.)

Constable, Government Railway Police.

2. The scales of pay at present attached to these posts are those corresponding to posts in the general line. We are in favour of maintaining the present parity and the scales of pay recommended for post in the general line are, therefore, recommended for these posts.

#### MILITARY POLICE

The hierarchical set-up in this branch is as follows:--

- (1) Commandant
- (2) Assistant Commandant
- (3) Reserve Inspector
- (4) Subedar
- (5) Sergeant
- (6) Jamadar

- (/) Havildar-Major
- (8) Havildar
- (9) Naiks
- (10) Lance Naiks
- (11) Sepoys
- (2) Assistant Commandant—The Assistant Commandant gives command in all matters pertaining to the posting and has to frequently check Guards' duties by surprise visit and rounds He is at present in the scale of Rs. 200—700. Considering the duties and responsibilities attached to the post, we recommend the revised scale of Rs. 260—780 for the post.
- (3) Reserve Inspector—Reserve Inspectors attend to all parades and are in charge of instructing staff and proper execution of Commandant Training Camp, besides remaining in charge of all motor transports and supervision and maintenance of all registers. They are at present in the scale of Rs. 250—410. In line with the scales of pay recommended by us for the post of Reserve Inspector under Reserve Police, we recommend the revised seale of Rs. 280—445 for this post.
- (4) Subedar—He is in immediate command of the company and is responsible for the Police training including range practice and cleanliness and good behaviour of his men. Considering duties and responsibilities attached to the post we recommend the revised scale of Rs. 215—425.
- (5) Sergeant—He is to assist the Reserve Inspectors in all matters and in particular relating to control, discipline and training of a force. Care and maintenance of transport equipments and registers and returns connected therewith. He is at present in the scale of Rs. 175—275. Considering the duties and responsibilities and in line with the scale recommended by us for Sergeant under Reserve Police, we recommend the revised scale of Rs. 215—350.
- (6) Jamadar—He commands the platoon and is at present in the scale of Rs. 100—180. Considering the duties and responsibilities of the post we recommend the same scale as recommended by us for Sub-Inspector in the General line, i.e., Rs. 155—235.
- (7) Havildar-Major—Havildar-Major is a senior non-commissioned officer of the Company and on him falls responsibility of setting good example to non-commissioned officers to the men in his division and all matters of discipline rest with him. At present the post in the scale of Rs. 50—90. Considering the duties etc., attached to the post we recommend the revised scale of Rs. 80—135.
- (8) Havildars—They are in charge of a platoon consisting of 3 Naiks, 3 Lance Naiks and 27 Sepoys and are in the scale of Rs. 45—65. Considering the duties and responsibilities attached to the post we recommend the revised scale of Rs. 70—95.
- (9) Naiks—Naiks are in charge of a section consisting of one Lance Naik and Sepoys. They are at present in the scale of Rs. 34—44. Considering their duties and responsibilities we recommend the scale of Rs. 65—80 for these posts.
- (10) Lance Naiks and Sepoys—They are at present in the scale of Rs. 28—\frac{1}{2}—40
  They constitute the largest category of staff in the Orissa Military Police. Their duties are too well-known to need any mention here. Their present scale is same as allowed to the Constables. We recommend the same scale as has been recommended by us for Constables, viz., Rs. 60—75 for them.

#### POLICE WIRELESS GRID

1. The hierarchical set-up in this branch is as follows:

Special Police Wireless

Deputy Superintendent of Police, Wireless Grid

Inspector—Chief Wireless Operator

Inspector-Mechanic

Sub-Inspector-Operator

Sub-Inspector-Mechanic

Assistant Sub-Inspector-Operator

Assistant Sub-Inspector-Mechanic

Messenger Constables

2. The scale of pay at present enjoyed by the incumbents of these posts are those allowed to the posts on the regular side in corresponding ranks. The nature of duties in the posts required technical knowledge and skill. We discussed with the departmental authorities whether in view of the above fact and in view of the fact that there is compartmentalisation in the Department in respect of these posts, scales of pay for these posts should be fixed on a basic other than on par with the scale for corresponding ranks in the general Police Line. We were informed that the staff in this branch are appointed under the Police Act and it is necessary to give them equivalent ranks in the general line and I.-G. Police, wrote to us that subject to these two conditions scales of pay should be fixed on appropriate general considerations. He also pointed out that there had been difficulties in filling up posts in the present scales of pay. We are in favour of the scales for these posts being fixed on the basis of qualification and technical knowledge and skill possessed by them but we have not been able to fix the scales in the above manner as the information supplied to us was not sufficient for deciding scales of pay on this basis and there was no time left for calling further information from I.-G.'s Office. We have therefore recommended the scales of pay for the various categories of posts on the basis of our recommendation for posts of corresponding rank in the general line. We would, however, request the Government to re-fix the scales of pay on the basis of qualification prescribed and degree of technical knowledge and skill involved in various posts in the light of our recommendations for technical posts in general making due allowance for the fact that as a result of equivalent ranks of Police in the general being conferred on various posts they enjoy certain benefit available to general body of Police staff which are not available to Technical posts in other departments.

#### POLICE MOTOR TRANSPORT WORKSHOP

- 1. The hierarchical set-up in this branch is as follows:—
  - (1) Deputy Superintendent of Police, Police Motor Transport
  - (2) Inspector Fitter
  - (3) Sub-Inspector Fitter
  - (4) Electrician Sub-Inspector
  - (5) Store Sub-Inspector
  - (6) Welder Sub-Inspector

- (7) Havildar Major Electrician
- (8) Havildar Major Fitters
- (9) Havildar Major Store-keeper
- (10) Blacksmith Havildar-Major
- (11) Turner Havildar-Major
- (12) Painter Havildar-Major
- (13) Carpenter Havildar-Major
- (14) Welder Havildar-Major
- (15) Hammerman Constables

The nature of work in these posts also requires technical knowledge and skill as in the case of posts in the wireless grid branch. We raised the same point as discussed above in the case of posts in the wireless grid branch and discussed it with departmental authorities, who, however, pointed that in view of the fact that staff in this branch are enrolled under the Police Act and are subject to Police discipline the existing basis of fixing pay scales for various categories of post on the analogy of pay scales allowed to corresponding ranks in general line should be continued. For the same reasons as assigned by us in case of posts in Wireless Grid branch we are in favour of scales of pay for these posts being fixed on the basis of technical qualification prescribed and degree of technical knowledge and skill required for the efficient performance of duties in the various posts than on the basis of pay scales allowed for posts in the general line. In the absence, however, of sufficient data we are unable to fix the pay scales in this manner and have recommended the revision of scale of pay on the basis of posts of corresponding ranks in the general line. We, however, recommended that Government may re-fix the scales on the above basis as recommended by us in case of Wireless Grid.

# CRIMINAL INVESTIGATION BRANCH

This consists of two sub-branches—

- (1) Special Branch
- (2) Crime Branch
- 2. The hierarchical set-up of the two sub-branches is as follows:—
- (1) Special Branch-
  - (1) S. P., C. I. D. (S. B.)
  - (2) Deputy Superintendent of Police, C. I. D, (Special Branch)
  - (3) Inspector of Police, C. I. D. (Special Branch)
  - (4) Sub-Inspector of Police (Special Branch)
  - (5) Assistant Sub-Inspector of Police, Special Branch
  - (6) Constables, C. I. D., Special Branch
  - (7) Reporter Inspector
  - (8) Reporter Sub-Inspector

## (2) Crime Branch-

- (1) Superintendent of Police, Crime Branch
- (2) Deputy Superintendent of Police, Crime Branch
- (3) Inspector, C. I. D., Crime Branch
- (4) Sub-Inspector, C. I. D., Crime Branch
- (5) Assistant Sub-Inspector, C. I. D., Crime Branch
- (6) Constables, C. I. D., Crime Branch
- 3. The scales of pay of these posts in these two sub-branches of Criminal Investigation Branch are at present same as allowed for corresponding posts in the regular line except in the case of Reporter Inspectors and Sub-Inspectors who have been given lesser scales of pay than Investigation Inspectors. The Police Association has demanded that the distinction between Reporter Inspectors and Sub-Inspectors and Investigation Inspectors and Sub-Inspectors should go. We discussed this point with the Assistant Inspector-General and he opined that the present distinction in the scale of pay of these posts as compared with the scale allowed to Investigation Inspectors and Sub-Inspector should be removed. We agree with this view and recommend the same scale as recommended by us for Investigation Inspector and Sub-Inspector. For the rest of the posts in this branch also we recommend same scales as were recommended by us for corresponding post in the general line.

# POLICE TRAINING COLLEGE

- 1. The following are the main categories of posts in the Police Training College: -
  - (1) Principal
  - (2) Reserve Inspector
  - (3) Inspector, Training College
  - (4) Sergeant
  - (5) Subedar, Police Training College
  - (6) Sub-Inspector, Police Training College
  - (7) Assistant Sub-Inspector, Police Training College
  - (8) Havildar
  - (9) Constables
- 2. The scales at present given to these posts are those corresponding to posts in the other Branches. We recommend the same revised scale for these posts as have been recommended by us for corresponding posts in the other Branches.

# PIGEON CARRIER SERVICE

There are two categories of posts in this Branch, viz., Sub-Inspector, Pigeon Carrier Service and Constables. They are getting the scales of pay for corresponding posts on the general line. We recommend the revised scale as recommended for the posts in the general line.

The I.-G. has recommended to us that in view of specialised knowledge required for the post and compartmentalisation of posts in this branch better scales of pay than the scale of pay allowed to S.-I. should be allowed. We find

Constables and S.-Is. appointed on the general side are appointed and are given special pay for working in this branch. In view of this we do not think there is need for giving posts in this line better scales of pay than those in the general line for corresponding ranks. Accordingly we recommend the same scale as recommended for S. I. and Constable on the general line.

#### STATE POLICE BAND

- 1. The following are the main categories of posts in this branch:
  - (1) Inspector, State Police Band
  - (2) Sub-Inspector, State Police Band
  - (3) Havildar-Major, State Police Band
  - (4) Havildars, State Police Band
  - (5) Constables, State Police Band
- 2. The scale of pay at present attached to these posts are those attached to corresponding ranks in the general line. We will like present parity in the scales of these posts with scales in the general line to be maintained and recommend the same revised scale as recommended by us for the corresponding rank in the general line.

# ORISSA FIRE SERVICE

- 1. The main categories of posts in Fire Service are Fire Officer, Assistant Fire Officer, Station Officer and Assistant Station Officer, Havildar-Major Havildar, Leading Fireman, Driver-Havildar and Firemen.
- 2. At present the scale for these posts in the Orissa Fire Service have been given on the analogy of scales allowed to posts in the Police Organisation. We think, while broad comparison of the scales of pay of these posts with those in the Police Organisation should be made there is no case for exact parity in their scales of pay as all the factors in the situation are not equal. To cite an instance the posts in the two organisations are not inter-changeable and consequently the promotion prospects for posts in the Fire Service Organisation are much less as compared with those available in Police Department. We have, therefore made departure from the existing practice of having parity in the scale of pay of posts in the Fire Service and Police Department. We further find that with the exception of one or two posts, all the posts in Orissa Fire Service carry special pay. We feel it is not desirable to give special pay to all categories of posts in an organisation and better course is to give revised scales of pay in such a manner that there will be no need for recognising specially arduous nature of duties attached to the posts by grant of special pay. In view of the above general approach to the revision of scales of pay of various posts in this organisation as well as in consideration of duties, responsibilities attached to various posts we recommend the following revised scales for the various posts in the Fire Service:—

		Rs.
Assistant Fire Officer	••	230—500
Station Fire Officer	••	155235
Building Station Officer	• •	150-300
Assistant Station Officer		100155

		Rs.
Havildar-Major	• •	100—155
Havildar-Mechanic	• •	80—120
Driver-Havildar	••	80120
Leading Fireman	••	80—120
Fireman	••	65—85

- 3. Besides the above main branches there are two small branches namely Forensic Laboratory and Finger Print Bureau—
- (1) As regards the staff in the Forensic Laboratory the main categories of posts are (i) Officer in-charge in Class II scale, Scientific Officer in the scale of Rs. 175—350 and Helper Constable in the scale of Rs. 28—\frac{1}{2}-40. Considering the qualifications prescribed and duties and responsibilities attached to these posts, we recommend the revised scales of Rs. 260—780, Rs. 215—425, Rs. 60—75 for these posts. It is pointed out to us that it is under contemplation to create the post of Director in the scale of pay sanctioned for Clinical Professor in the Medical College. As the post has not been created as yet we refrain from making any recommendation regarding the scale of pay for this post.
- (2) The main categories of posts in the Finger Print Bureau are (1) Inspector, (2) Sub-Inspector and (3) Assistant Sub-Inspector. They are at present in the same scales of pay as enjoyed by corresponding ranks in the general line. We feel that the present parity should be maintained and recommend the same revised scale for the posts as recommended by us for corresponding ranks in the general line.

A complete list of the revised scales of pay of the various posts in the Dapartment as recommended by us is contained in the Statement No. 25 included in Appendix A: attached to our Report.

Before concluding we may, however, point out that we have recommended the same revised scales for various categories of ministerial posts in the Department as recommended by us for other Heads of Department and district Offices as the case may be. The Police Ministerial Officers' Association had urged before us that they should be given higher scales of pay than their counterparts in the various District and Heads of Department Offices. In support of their demand they quoted the position prevailing in 1947 and indicated that they were getting higher pay than their counterparts prior to the revision of pay scales in 1947. They further demanded that ministerial Officers of I. G. Office should get the same scale of pay as enjoyed by their counterparts in the Secretariat.

As regards the first point as discussed elsewhere in the report we have decided that duties of posts of same categories in different departments cannot be too minutely compared and the general policy of broad-banding the posts should be adopted. It is true that the last Pay Committee has brought down the pay scales of Police Ministerial staff to the level of the corresponding scales for the posts in other offices, but this was done in pursuance of the objective of having equal pay for broadly comparable posts. We have decided to abide by this principle. There is, therefore, no question of agreeing to the demand of Police Ministerial Officers' Association as it would have been tentamount to upsetting the parity at present existing.

As regards the second point that the ministerial posts in the office of the I<sub>2</sub>-G., Police should get the same pay as their counterparts in the Secretariat, the issue is general one. We have considered the issue elsewhere in the report and come to the conclusion that it is not objectionable to have distinction in the scales of pay of the staff working in the Secretariat and Heads of Department to the extent justified by qualification and nature of duties but the existing difference should be shortened to some extent especially in the supervisory posts keeping which in view we have recommended the revised scale for these posts in the Police Department.

#### PUBLIC SERVICE COMMISSION

- 1. Orissa Public Service Commission is an authority created under the Constitution. Under Article 318 of the Constitution of India, the Government of the State may, by regulation, determine the number of members of Public Service Commission and their conditions of Service. The State Government have, under the powers conferred by the above Article, framed Orissa Public Service Commission (Condition of Service) Regulations, 1952 and in pursuance of these regulations Chairman and two members of the Commission, are appointed who constitute the Commission. Their pay and conditions of service are laid down in the regulations referred to above and are outside our purview.
- 2. These Regulations also empower the Commission to appoint a Secretary and Additional Secretary or an Assistant Secretary to the Commission with the prior approval of the Governor, vide Section 2 part IV of the Regulations. The ministerial officials and inferior servants are appointed by the Secretary and teceive such pay and allowances as the Commission may, with the approval of the Governor, determine and their conditions of service are to be the same as the personnel of the corresponding grades in the Secretariat. The conditions of service of the members of the staff of the Commission are the same as those prescribed by the State Government for other Government employees. We have therefore, confined ourselves to revision of scales of pay of the staff of the Commission. We find the ministerial posts in the office carry the scales of pay of corresponding posts in the Secretariat. Accordingly we recommend that the revised scales for these posts should be same as recommended by us for corresponding posts in the Secretariat. Our particular attention has been drawn to the need for revision of scales of pay of the following posts:—
  - (1) Assistant Secretary to Commission
  - (2) Personal Assistant to Chairman
  - 3. We discuss below the revised scales of pay of those posts :--
- (1) Personal Assistant to the Chairman—The post is in the scale of Rs. 155—250 and is filled up by direct recruitment. Qualifications prescribed are the same as those for a Grade-I Stenographer in the Secretariat whose scale of pay is also same. The post was previously designated as Steno and designation has beer changed only recently. It has been urged before us that the work is more onerous than that of a Stenographer and in any case responsibility undertaker and trust resposed are far greater than that of a Stenographer and there is a case for giving the post the scale of Personal Assistant to Member, Board o Revenue and at least the scale of Rs. 205—300. The Personal Assistant in the Secretariat are in the scale of Rs. 275—350. After consideration of all the points raised before us and duties and responsibilities attached to the post we

recommend the revised scale of Rs. 250—375. We do not however, feel that post should be equated with the post of Personal Assistant to Member, Board of Revenue or Speaker, Legislative Assembly for whom we have recommended the revised scale of Rs. 230—500 with starting pay of Rs. 340.

- (2) Assistant Secretary (Rs. 410—485)—At present the scale enjoyed is equal to the scale of Registrar in the Secretariat and the scale has been laid down in Public Service Commission (Conditions of Service) Regulations. We feel the post should be equated to the post of Assistant Secretary in the State Secretariat and given the same scale as recommended by us for Assistant Secretary's post in the Secretariat i.e., Rs. 480—675.
- 4. A list of the revised scales of pay recommended by us for all the posts in the Department is indicated in Statement No. 26 included in Appendix A to our report.

#### PARADIP PORT AND OTHER PORTS

1. Commerce Department is in charge of minor ports and all matters connected therewith. For development of Paradip Port separate staff is being entertained and it is under the control of Additional Secretary, Planning and Co-ordination Department who has been appointed Port Commissioner for Paradip. We find that most of the staff entertained in connection with Paradip Port are on fixed pay and on contract basis. The Planning and Co-ordination Department has informed us that the question of giving regular time scales of pay is under consideration of Government in the Department and have specifically requested us to examine and suggest time scales of pay for the various posts on the basis of information regarding qualification etc., supplied by them. We have examined the question of scales of main categories of posts in the Paradip Port and make our recommendations as follows:—

# PARADIP PORT

(i) Khalasi or Lascar—Technical Pay Committee recommended the scale of Rs. 40—60. We find Khalasis of river and canal-going Motor Launch are in the existing scale of Rs. 16—22. Considering this we recommend the revised scale of Rs. 45—55 for these posts. Khalasis of Sea-going Motor Launches are in the existing scale of Rs. 30—35. Qualification etc., for these posts are stated to be "should be of Sea-going Community with good physique and good eyesight". Considering the qualifications, duties etc., we recommend the revised scale of Rs. 60—75 for these posts.

No regular scale has been prescribed for Khalasis of Sea-going Motor Vessels and Dumb barges. At present they are drawing fixed pay at different rates. Qualifications etc., for these posts are stated to be a should be of a Sea-going Community and must have good eyesight and strong physique. They should also undertake all manual work such as chiffon and painting. Considering the qualifications, duties etc., we recommend the revised scale of Rs. 70—95 for them.

(ii) Greaser or Oilman—Technical Pay Committee recommended the scale of Rs. 40—60. We find Greasers of river and canal going Motor Launch are getting fixed pay of Rs. 52 at present. Considering this we recommend the scale of Rs. 45—55 for these posts.

Greasers of Sea-going Motor Launch are in the existing scale of Rs. 36—41. Qualifications etc., for these posts are stated to be "at least two or three years experience in small workshops as a mechanic or a Helper". Considering the qualifications, duties, etc., we recommend the revised scale of Rs. 70—95 for these posts.

No regular scale has been prescribed for Greasers of Sea-going Motor Vessels Dumb barges: At present they are getting fixed pay at different rates. Qualifications etc., for these posts are stated to be "must have atleast three years experience of greaser on small orafts (launches etc.)". Considering the qualifications, duties, etc., we recommend the scale of Rs. 80—120 for these posts.

- (iii) Assistant Driver of sea-going motor Vessels Dumb Barges—No regular scale has been prescribed for these posts. At present the incumbent of these posts are getting pay at a fixed rate. Qualifications etc., for this post are stated to be "second class drivers" Certificate of competency issued under Indian Steam Vessels Act, 1917 or a Greaser with five years experience". Considering the qualifications, duties etc., we recommend the scale of Rs 125—220 for this post.
- (iv) Driver—Drivers of river and canal-going Motor Launches are in the existing scale of Rs. 60—90. We recommend the same revised scale as has been renommended for Launch Drivers in general i.e., Rs. 95—135.

Drivers of Sea-going Motor Launches are in the existing scale of Rs. 84—150. Some are also drawing fixed pay. Qualifications etc., for these posts are stated to be "a second class drivers certificate of competency issued under Inland Steam Vessels Act, 1917 or with a 3rd Class Driver's Certificate issued by Engineering School, Cuttack for crafts with engines of less than 40 B. H. P. and playing in smooth water". Considering the qualifications, duties etc., we recommend the revised scale of Rs. 125—220.

No regular scale has been prescribed for Drivers of Sea-going Motor Vessels Dumb-barges. The incumbent of these posts are getting fixed pay at different rates. Qualifications etc., for these posts are stated to be "first class drivers certificate of competency issued under Inland Steam Vessels Act, 1917. To obtain a first class Drivers certificate a candidate should have served for atleast six years out of which at least 1½ years service as an Assistant Driver with second class Drivers certificate in charge of maintenance and upkeep of engines. He will give the required speed of the vessel by certain standard signals known as Deck Telegraphs in bigger and in smaller crafts by ringing a bell". Considering the qualifications and duties etc., we recommend the scale of Rs. 185-300 for these posts.

(v) Seacunny - Some Seacunnys of river and canal-going Motor Launch are in the existing scale of Rs. 24—34 and others are getting fixed pay. Considering the duties etc., we recommend the revised scale of Rs. 60—75 for these posts.

Seacunnys of sea-going motor launch are in the existing scale of Rs 32-36. Considering the duties etc., we recommend the revised scale of Rs. 80-120.

No regular scale has been prescribed for Seacunnys of Sea-going Motor Vessels and Dumb barges. At present incumbent of these posts are drawing fixed pay at different rates. Qualifications etc., for these posts are stated to be "Khalasi with atleast four years' experience. Should have attained sufficient knowledge of the helm orders, mariners compass and of ropes and wires and should have a working knowledge of the rules of the road and be able to take charge of the Vessel in case of emergency". Considering the qualifications, duties etc., we recommend the scale of Rs. 100—155 for these posts.

(vi) Tyndal—Tyndals of Rivers and Canal-going launch are in the existing scale of Rs. 24—34. Considering the duties etc., we recommend the revised scale of Rs. 60—75 for these posts.

No regular scale has been prescribed for Tyndals of Sea-going Motor Vessels and Dumb barges. The incumbents of these posts are getting fixed pay at different rates. Qualifications etc., for these posts are stated to be "serangs certificate or a Khalasi with 5 years' experience in such craft. At least 5 years' experience and thorough knowledge of maintenance and upkeep (painting etc.) should be in fact able to take charge as master in case of emergency". Considering the qualifications, duties etc., we recommend the scale of Rs. 115—180 for these posts.

(vii) Serang—Serangs of river and canal-going Motor Launches are in the existing scale of Rs. 45—65. Some are also getting pay at a fixed rate. Considering the duties etc., we recommend the revised scale of Rs. 70—95 for these posts.

Serangs of Sea-going Motor Launches are in the existing scale of Rs. 66—90. Qualifications etc. for these posts are stated to be "Serang Certificate". Considering the qualifications, duties etc. we recommend the revised scale of Rs. 100—155.

- (viii) Captain—No regular scale has been prescribed for the posts of Captain of Sea-going Vessels and Dumb barges. At present, incumbents of these posts are getting fixed pay at different rates. Qualifications etc., for these posts are stated to be "2nd class Inland Master's Certificate of competency issued under Inland Steam Vessels Act, 1917". Atleast 6 years in Inland Steam Vessels and must have a service of at least two years as Seacunny during the period T. P. C. recommended the scale of Rs. 205—350 Considering the qualifications, duties etc., we recommend the revised scale of Rs. 370—780 for these posts. We also recommend that if to secure the services of experienced personnel it is necessary to allow higher starting pay in the above scale, it should be allowed.
- (ix) Assistant Director, Navigation—No regular scale has been prescribed for this post. The present incumbent is getting pay at a fixed rate. Paradip Port Commissioner with whom we had a discussion pointed out that the holder of the post is expected to have training in marine survey for six months after engineering degree on mechanical or civil side. Considering the qualifications, training duties etc. we recommend the scale of Rs. 260—780 and we also recommend that if necessary a suitable higher starting pay in the scale recommended by us may be allowed.
- (x) Bhandari or Cook—Cooks of Sea-going launch are in the existing scale of Rs 30—35. Qualifications stated to be experience in cooking. Considering the duties—etc., we recommend the revised scale of Rs. 60—75.

Cooks of Sea-going vessels and Dumb barges are getting fixed pay at different rate. Qualifications etc., for these posts are stated to be experience in cooking. Considering the duties etc., we recommend the scale of Rs. 70—95.

2. A complete list of the revised scales of pay for the various categories of posts as recommended by us in Paradip and in connection with Chandbali and Gopalpur Port is given in the Statement No. 27 included in Appendix A to our report.

# REGISTRATION DEPARTMENT

- 1. Member, Board of Revenue is the ex officio Inspector-General of Registration. He is assisted by an Inspector of Registration Offices who acts as his Technical Adviser in regard to Registration Law. The Member, Board of Revenue, therefore, functions as the head of the Department of this Department and below him the Additional District Magistrates are the ex officio District Registrars. Below the District Registrars are District Sub-Registrars in four districts. They exercise all the powers of the Indian Registration Act except under sections 68 and 72. They are the District, Level Officers of the Department and are responsible for inspection and day-to-day administration. Below them are Sub-Registrars who hold independent offices constituted under the Indian Registration Act and are responsible for registration of documents with reference to provisions of all Indian Registration Act and papers, records, files and execution of Government policy in regard to registration. They have to certify documents under section 16 of Indian Stamp Act and impound insufficiently stamped documents and initiate action in respect of under-valued documents. We received a memorandum from the officers and staff of the Registration Department urging the following main points: —
  - (1) The pay of District Sub-Registrars is not commensurate with their duties and responsibility. It should be upgraded from Rs. 260—330 to Rs. 260—700.
  - (2) The pay of Sub-Registrar is also not commensurate with his duties and should be revised from Rs. 120 -250 to Rs. 195-380 (same as that of Assistant Commercial Tax Officers).
  - (3) The pay scale of Inspector of Registration should be upgraded from Rs. 310—435 to Rs. 300—360 on parity with pay scale of Deputy Commissioner, Excise and Deputy Director, Public Instruction.
  - (4) Head Clerk of District Registrar's office should be given the same scale as allowed to office Superintendent of Collectorate.
  - (5) Record-keeper of the District Registrar's office should be allowed same scale as the Recod-keeper of Collectorate.
  - (6) Establishment and Correspondence Clerks should be in the same scale as Head Assistant in the Collectorate.
  - (7) Head Clerk of Sub-Registrar's Office shoud be in the same scale as Head Clerk of Tahsil Offices.
- 2. The Inspector-General, Registration also sent his recommendation for revision of the scales of pay of the various posts as follows:—

		Rs.
Sub-Registrar		155—250
District Sub-Registrars	-	300—450
Inspector of Registration	•••	350—700
Head Clerks	( 4 ( •••	125—185
Upper Division Clerks	-	85—130
Lower Division Clerks	•••	60—98

He also recommended that ministerial cadre of Registration Department should be merged with general cadre and promotion to Sub-Registrars made from among those who have served for a minimum period in Registration Department.

We have carefully considered these suggestions of the Head of the Department and demands of the officers and staff and have formulated the revised scales after duly taking those points into consideration.

- 3. With these observations we proceed to discuss below the scales of pay for main categories special to the Department.
- (i) Sub-Registrar (Rs. 120—250)—Minimum qualifications are B. A. or B. Sc. and the post is filled up by promotion and direct recruitment. We have preferred to the duties allotted to the post. The staff and officers have asked for a scale of pay of Rs. 195—380 on the analogy of scale at present allowed to Assistant Commercial Tax Officer in Commercial Department. We have carefully considered this suggestion and have come to the conclusion that in view of the qualifications prescribed and duties involved which follow routine and set pattern and do not call for qualities of resourcefulness and initiative to the same degree as duties of Assistant Commercial Tax Officer, this high scale is not justified. We think suggestion made by the Head of Department is more realistic and keeping this in view recommend the revised scale of Rs. 150—300.
- (ii) District Sub-Registrar (Rs. 260—330)—The post is filled up by promotion from Sub-Registrars. We have referred to the duties attached to the post above. Considering the duties of post there is a case for up-gradation but not to the scale of Rs. 260—700. It is to be remembered that the post is a promotion post for Sub-Registrars and such a long scale would not be justified. Moreover, the duties of the post cannot be said to be at par with the post of Commercial Tax Officers for the same reason as assigned in case of Assistant Commercial Tax Officers. The Head of Department has recommended the scale of Rs. 300—450. We consider this suggestion to be more realistic and keeping this in view we recommend the revised scale of Rs. 350—440.
- (iii) Inspector of Registration (Rs. 310—435)—The post is filled up by promotion from amongst District Sub-Registrars. We have referred to the duties attached to the post above. The officers and stiff of the Registration Department have demanded the scale of Rs. 300—860. We do not think the post bears comparison to the post of Deputy Director, Education or Deputy Commissioner, Excise and such a high scale is justified. The Head of the Department has recommended the scale of Rs. 350—700, which we consider more reasonable. Taking this suggestion into consideration we recommend the scale of Rs. 370—780.
- 4. Revised scales for the rest of the posts in the Department are shown in the Statement No. 28 included in Appendix A to our Report.

# SUPPLY DEPARTMENT

1. On account of abnorma! rise in prices in the essential commodities and food articles due to conditions created by War a Department of Supply was set up for the first time in the year 1943. The Department at that time was mainly required to wipe out profiteering, hoarding and black marketing, etc; and to have effective control on the prices of foodstuffs and other essential commodities. The Department continued even after the War. In the year 1954 however, the State Government embarked upon a policy of gradual de-control of foodgrains and other essential commodities and it was decided to retrench a good deal of the staff of the Department and to keep only a nucleus staff in the

Department. Government however, had to soon change their policy of decontrol and had to recruit further staff. The Department, has now been declared permanent and it is easy to visualise that in the days to come it will have to play a leading role in the economic policy of the State.

The Head of the Department is Controller of Civil Supplies. The functions of the Secretary of the Department and the Head of the Department are combined in the Secretary of the Department who is ex officio Controller of Supplies. He is assisted by a Deputy Controller who also combines Secretariat duties with duties in the Head of the Department Office. In each district there is a District Civil Supplies Officer, who is assisted by Assistant Civil Supplies Officers, Supply Supervisors, Inspectors and Assistant Inspectors.

- 2. With these remarks we proceed to discuss in detail the pay for various posts which are special to the Department and fall within our terms of reference.
- (i) Civil Supplies Officers (Rs. 200-700)—The present scale is equal to the scale enjoyed by Deputy Collectors. Recruitment to the posts is made either by promotion or by direct recruitment or by appiontment of Deputy Collectors from O. A. S. cadre. We recommend the revised scale of Rs. 260—780.
- (ii) Assistant Director of Food Supplies—The present scale of pay is Rs. 200—700 with a starting pay of Rs. 230. The present scale corresponds to the scale of Civil Supplies Officers except for the higher start. Considering the duties and responsibilities attached to the post we feel that the same scale as recommended by us for Civil Supplies Officers should be given but in view of slightly higher responsibilities special pay of Rs. 50 should be attached to the post.
- (hi) Assistant Civil Supplies Officers (Rs. 175-380)—The present scale is equal to the scale of Sub-Deputy Collectors. The posts are filled up either by promotion or by direct recruitment or by appointment of Sub-Deputy Collectors. We recommend the revised scale of Rs. 230-500 i.e., the same scale as recommended by us for Sub-Deputy Collectors.
- (iv) Analyst (Rs. 175—350)—Recruitment to the post is made by directly appointing persons from the open market. Qualifications prescribed are knowledge in Science and Foodgrain analysis. We had detailed discussions with the Secretary, Supply Department regarding the revision of scale of pay for this post. The Supply Secretary informed us during discussion that certain reorganisation proposals for the Department are at present under consideration and it is being planned to have three levels of Analysts, for facility of work in the Department. He explained that it will be better if the Committee recommends revised scale for this post keeping this reorganisation in view and also recommends scales for the other two posts. We find at present there are two posts, viz., Analyst and Assistant Analyst. The new post to be created will be an Intermediate post between these two posts. On careful consideration of the duties and reponsibilities attached to these posts we recommend the revised scale of Rs. 230—500 for Analyst and for Assistant Analyst who is in the scale of Rs. 100—150 we recommend the revised scale of Rs. 125—190. For the new post to be created which we feel could be designated as Deputy Analyst we recommend the scale should be same as recommended by us for Supervisor of Supply, i.e., Rs. 185—300.
- (v) Supervisor of Supplies (Rs. 155—235)—The existing scale is equal to the scale enjoyed by Grade I Assistants in the Secretariat. Considering the duties and responsibilities, etc. attached to the post we recommend the revised scale of Rs. 185—300.

- (vi) Inspector of Supplies (Rs. 70—140)—The post is filled up by departmenta promotion, and in case of direct recruitment minimum qualification is Intermediate. Considering the qualifications and duties and responsibilities attached to the post we recommend the revised scale of Rs. 125—190.
- (vii) Assistant Inspector of Supplies (Rs. 60—90)—The posts are filled up by direct recruitment as well as by departmental promotion. Supply Secretary informed us during discussions with him that under the re-organisation proposal at present under consideration the post is proposed to be abolished but no final decision has been taken. As no final decision for abolishing the post has been taken, we recommend conside ing the duties and responsibilities at present attached to the post, the revised scale of Rs. 95—135.
- (viii) Sorter (Rs. 30—39)—Considering the qualification and nature of duties attached to the post we recommend the revised scale of Rs. 60—75.
- (ix) Anti-smuggling Guard (Rs. 18-24)—We recommend the revised scale of Rs. 45-55.
- 3. The revised scales of pay recommended by us for the rest of the posts in the Department are contained in Statement No. 29 included in Appendix A of our Report.

# STATE SOLDIERS', SAILORS' AND AIRMEN'S BOARD

- 1. The Director of Employment is the Head of the organisation. It consists of two units viz. State Soldiers', Sailors' and Airmen's Board and District Soldiers', Sailors' and Airmen's Board. The Chairman of the State Soldiers', Sailors' and Airmen's Board is Director of Employment and that of District Soldiers' Sailors' and Airmen's Board is the District Magistrate. It is understood that there are only two District S. S. A. Boards located at Cuttack and Ganjam. The pay of the staff employed in the State S. S. A. Board is entirely borne by the State Government and of the staff employed in the District S. S. A. Board is borne by the Government of India and State Government on 50:50 basis It is also understood that Government has decided to give State S. S. A. Board's staff the scale of pay sanctioned for Heads of Department offices instead of Secretariat scales of pay as enjoyed by them at present.
- 2. With these remarks we discuss the scales of pay for posts special to the Department.

We find all the posts in the State S. S. A. Board to be of common category with posts in the Secretariat. The scales enjoyed by them are same as enjoyed by Secretariat staff of corresponding categories. We find no justification to give these staff the Secretariat scales of pay and recommend that they may be given the scales of pay as recommended by us for Heads of 'epartments' staff of corresponding category. Indeed we understand, as indicated above, that Government have already decided not to allow them Secretariat scales of pay.

As regards the staff in the District S. S. A. Board's Offices we find that Secretary is in the scale of Rs. 120—220. In view of the qualification prescribed and duties and responsibilities attached to the post, we recommend the revised scale of Rs. 150—300. The rest of the posts are in District Office scales. We recommend the revised scales recommended by us for corresponding posts in District Offices.

3. A complete list of revised scales of pay recommended by us for various categories of post is given in Statement No. 30 included in Appendix A attached to our Report.

#### SECRETARY TO GOVERNOR'S OFFICE

1. We find most of the post in the office of the Secretary to Governor are of common category. We also find that scales of most of the ministerial posts and gazetted posts are at par with those in the Secretariat. For most of the posts in this Department we have, therefore, recommended the same revised scales as recommended for similar post in the Secretariat.

A complete list of the revised scales of pay as recommended by us for various posts in the Department is given in Statement No. 31 included in Appendix A attached to our Report.

#### SETTLEMENT AND SURVEY

- 1. Settlement and Survey Department is working under the Administrative control of the Board of Revenue and is in charge of the preparation and maintenance of land records. At present three Settlement Operations, viz., Dhenkanal, Ganjam, Koraput and Kalahandi, are going on and Government is considering the question of having another Major Settlement Operation at Sambalpur. Each Settlement Organisation is independent of the other and a Settlement Officer is placed in charge of each such operation. The Board of Revenue has informed us that Settlement Operations over most parts of the State are long over due and during the Third Five Year Plan period extensive programme of Settlement operations has to be taken in hand. They have also pointed out that there will be quinquennial revisions of rent.
- 2. One of the important festures of the Department is that there is no permanent st. ff. Further, some of the staff are on job-contract basis and others on fixed pay basis and only very few posts have been given time scales covering very small spans of years. The Board of Revenue has pointed out to us that in view of the extensive programme drawn up by the Department, posts should be given time scales. The employees association of staff of Settlement Department has pointed out that job contract staff should be brought on to regular establishment and given time scales of pay. We have carefully considered these suggestions and agree that certain posts should be made permanent. We have elsewhere dealt with the general question of making temporary posts permanent and ennunciated certain general principles which, we think, should be applied to make certain posts permanent in the various Departments. It has been pointed out to us that in view of the peculiar nature of work in Settlement Department, principles for making posts permanent should be specifically evolved. We have considered this point and decided not to recommend the application of general principles ennunciated by us for making posts permanent under State Government for Settlement Department and instead recommend that in view of the fact that it has been decided to undertake extensive Settlement Operations in the Third Five-Year Plan period and quinquennial revision of Rent will also be undertaken, State Government should enamine whether a nucleus of Settlement staff cannot be maintained on a permanent basis and thereafter staff appointed to these permanent posts on the basis of number of year put in and need for continuance of posts, etc.
- 3. As regards job contract staff, we have been advised by the concerned authorities that it is not possible to altogether do away with the system. We are not, therefore, recommending abolition of the system but have decided to recommend that with a view to improve their conditions of service, job-contract staff should be given the same conditions of service as have been recommended by us elsewhere in case of Work-charged Establishment staff and should be given time-scale of pay instead of fixed rates of pay as is the case at present.
- 4. With these remarks we examine in detail the scales of pay of the main categories of staff special to the department.

- (i)Assistant Settlement Officer (Rs. 125—185)—The post is filled up by promotion from amongst Kanungos and sometimes direct recruitment is also made in which case a competitive examination is held and appointment is made on the basis of result of the examination. Minimum academic qualification prescribed is Graduate. The Board of Revenue has recommended a scale of Rs. 150—350 and Association and individual officers have asked for a scale of Rs. 150—300. We find the non-gazetted Settlement Officers are in-receipt of special pay also and that the special pay is continuing for a long time. We find no justification for continuing special pay separately and accordingly we have decided that special pay should merge in the revised scale. Considering all these factors we recommend the revised scale of Rs. 185—325.
- (ii) Kanungos (Rs. 125)—They are at present getting a fixed salary of Rs. 125. They are recruited direct by way of competitive examination from amongst Graduates. The Board of Revenue has recommended the scale of pay as will be fixed for non-gazetted Tahasildar and Association has asked for a scale of Rs. 125—255. Considering the qualification prescribed, nature of duties and recommendations of the Board and employees Association we recommend the revised scale of Rs. 155—250.
- (iii) Head Area Estimator (Rs. 70—100)—The post is filled up by promotion. In view af the nature of job and duties and responsibilities involved, we recommend the revised scale of Rs. 125—190.
- (iv) Head Draftsman (Rs. 90—120)—This post is also filled up by promotion. Considering nature of duties and degree of responsibility involved we recommend the same scale for the post as recommended for Head Area Estimator, viz.—Rs. 125—190.
- (v) Assistant Draftsman (Rs. 70—100)—The post is also filled up by promotion. Considering the nature of duties and responsibilities as well as scale prescribed by us for Head Draftsman, we recommend the revised scale of Rs 110—155.
- (vi) Inspector—The post at present earries the scale of Rs. 60-2-90 and is filled up by promotion. The Board of Revenue has recommended a scale of Rs. 70-100. Considering the duties and responsibilities attached to the post we recommend the revised scale of Rs. 95-135.
- (vii) Draftsman (Rs. 50—90)—Qualifications prescribed are knowledge in English and preparation of maps. Considering the qualifications prescribed and nature of job we recommend the revised scale of Rs. 80—135.
- (viii) Amins—These posts are both on the regular establishment and job contract basis. Qualifications prescribed are M. E. pass with training in the survey work. We understand, to improve the quality of work of Amin, Government has provided training facilities and training institutes are opened and maintained under each Settlement Operation. Considering the qualifications prescribed and nature of work we recommend the revised scale of Rs. 70—95.
- (ix) Comparer (Rs. 26-38)—Considering the existing scale, duties of the post. and qualification we recommend the revised scale of Rs. 55-70.
- (x) Record Moharir and Assistant Store-keeper (Rs. 26-38)—We understand that these posts are filled up from amongst literate peons. Considering the existing scale and nature of duties we recommend the revised scale of Rs. 55-70.

- (xi) Map Moharir and Peshi Moharir (Rs. 21—29)—These posts are also filled by promotion from amongst iterate peons. Considering the present scale and duties of the posts we recommend the revised scale of Rs. 48—60.
- 5. The revised scales of pay of the posts of common category in the Department and less important categories of posts in the Department recommended by us are shown in the Statement No. 32 included in Appendix A to our Report.

#### TRANSPORT DEPARTMENT

- 1. Transport Controller is the Head of the Department and is assisted by one Deputy Transport Controller (General) and one Assistant Transport Controller (Technical). The Department is in charge of development of Road Transport. The Scheme of nationalisation of Road Transport was introduced For the purpose of nationalisation in the State for the first time in 1947-48 and development of Road Transport the State has been divided into five zones Sambalpur, Keonjhar, Koraput, Cuttack and Ganjam. In the first three zones the Transport Services are run through State-owned buses and in the last two through Orissa Road Transport Company. It has been decided recently to replace the existing Orissa Road Transport Company by a State Road Transport Corporation. During the Second Five-Year Plan period a sum of Rs. 39.75 lakhs (State 39.74, O. R. T. C. 0.15) was invested for covering a route of 3,882 miles (State, 1,997, O. R. T. C. 1,885) and 172 buses were purchased for State Transport Service. In the Third Plan it is proposed to invest 51.63 lakhs for covering a route of 5,163 miles and also 190 buses are expected to be purchased for this purpose. At present the net contribution to State Revenue from Transport Services is Rs. 30,83,083. We have considered the pay scales of the staff in this context of expansion and importance of Transport Services to the public and contribution to public exchequer. The Transport Controller has pointed out to us that the State Transport undertaking comes under the various labour laws and the conditions of service are governed by the provisions of these laws. We also understand that decision has already been undertaken to constitute a Transport Corporation to run the Transport Services in the State with effect from 1st April 1961. In view of this decision at one stage of one deliberation we considered the question whether we should examine the question of revision of scales of pay for the posts in this Department and came to the conclusion, that, as we are examining the scales of pay of general body of Government servants we should examine the scales and suggest revision wherever necessary, it being left to Government to either consider the application of revised scales of pay recommended by us before the contemplated formation of Road Transport Corporation or to refer them to Corporation.
- 2. With these observations we deal below scales of pay of main categories of posts special to the Department.
- (i) District Transport Managers (Rs. 350—500)—The qualifications prescribed are stated to be a Graduate with five years' experience as Assistant Transport Manager. The post is filled up both by direct recruitment as well as by promotion. We discussed the question of revision of scale of pay of the post with the Secretary, Transport Department and Transport Controller. They pointed out that duties performed by the District Transport Managers are very important and are quite comparable with the duties assigned to Deputy Collectors. We agree that the duties and responsibilities attached to the post are important and recommend the same scale as recommended by us for Deputy Collectors, i. e. Rs. 260—780.

We would further recommend that in view of the high scale prescribed by us recruitment to the posts should be made in the same manner as in case of Deputy Collectors. The Secretary, Transport Department, has informed us that already proposals are afoot to make recruitment to this post through a competitive examination. In case, however, recruitment is not made for some reason or other in the above manner we would recommend that the revised scale recommended by us above should not be given, but instead the posts should be fitted up in the scale of Rs. 260—540.

- (ii) Assistant Transport Manager (Rs. 150—240)—Qualifications prescribed are Graduate with 5 years' experience in the State Transport Service. The post is filled up by direct recruitment as well as by promotion from amongst Senior Station Masters or Grade I Assistants of Transport Controller's Office. We discussed the question of revision of scale of pay for this post along with revision of the scale of pay of District Transport Manager with Transport Secretary and Transport Controller. It was pointed out to us during discussion that duties of this post are also very important and there is need for recruiting persons of higher calibre and ability through competetive examination. We have carefully considered this point and examined the duties and responsibilities attached to the post and would recommend that in ease recruitment as suggested by Transport Secretary during discussion is made the revised scale of pay should be Rs. 215—425, otherwise it should be Rs. 185—300.
- (iii) Senior Station Master (Rs. 90—140)—The post is filled up by promotion from Station Masters, Traffic Inspectors, Upper Division Clerks of Controller's Office, Junior Accountant of State Transport Service with two years' experience in these ranks. Considering the duties and responsibilities, etc., attached to the post we recommend the revised scale of Rs. 125—190.
- (iv) Station Master (Rs. 70—120)—The post is filled up by promotion from Assistant Station Masters and for direct recruitment candidates are required to be Intermediates in Science, Commerce with two years' experience in Commercial Organisation. Considering the duties and responsibilities attached to the post, we recommend the revised scale of Rs. 100—165.
- (v) Assistant Station Master (Rs. 50—70)—Qualifications prescribed are Matric, for direct recruitment. Conductors with 5 years' experience and fair knowledge of English are also appointed. Considering the qualification prescribed and duties and responsibilities attached to the post we recommend the revised scale of Rs. 80—135.
- "(vi) Traffic Inspector (Rs. 60—90)—Qualifications prescribed are said to be Matriculation and preference is given to persons with experience in driving motorcycles. During our discussions with the Transport Secretary and Transport Controller we have been informed that the post carries important responsibilities and in order that persons of required calibre are appointed and there is adequate incentive for putting in good work the scale of pay for the post should be upgraded. We have considered this point and examined the duties and responsibilities attached to the post and recommend the revised scales of Rs. 115—180. We would, however, urge that in view of the higher scale suggested by us qualification prescribed at present may be reconsidered and suitable qualification commensurate with the scale prescribed by us should be laid down.
- (vii) Foreman—We find that the Technical Pay Committee while considering the scale for the various categories of technical posts took the view that for posts of Works Engineer, Foreman and Assistant Foreman the scales of pay should be same as for the posts of Executive Engineer, Assistant Engineer and Overseer

and at the same time same qualification and experience should be prescribed for these posts in the Transport Department as in the Works Department and recommended that the department should take steps to formulate a scheme and introduce it as early as possible. We find that the Department has since taken action on this recommendation of Technical Pay Committee and created two cadres known as 'Orissa Transport Engineering Service' and 'Orissa Subordinate Transport Engineering Service'. We have considered the basis suggested by the Technical Pay Committee for fixing the pay scale of these posts and are in full agreement with them. We recommend the same revised scale as recommended by us for Assistant Engineers in the Works Department, i.e., Rs. 260—780.

VIII. Assistant Foreman—The posts have been included in the subordinate cadre of Transport Engineering service and are given the scale of Rs. 120—250. In view of the position discussed above we recommend the same revised scale for these posts as recommended by us for Overseer in Works Department, i.e., Rs. 150—300.

3. The revised scales of pay for the rest of the posts in this Department as recommended by us are shown in the statement No. 33 included in Appendix A to our Report.

#### TOWN PLANNING ORGANISATION

1. Government Architect is the Head of Department. The State has got 63 towns including district and subdivisional headquarters. The character of these towns is rapidly changing owing to industrialisation, establishment of educational institutions, increase of opportunities available for trade and commerce etc. This has necessitated a planned development of the towns to regulate traffic, to remove slums, to locate different institutions at suitable places of the towns in a systematic way to ease the civic life.

A Town Planning Organisation was created under the Health (L. S.-G.) Department in 1954 to take up preparation of master plans for Cuttack city at the first instance and thereafter in important towns of the State. A wholetime Town Planner was kept in charge of the Organisation till March 1957 after which the Organisation has been left in charge of Government Architect till appointment of a suitable Town Planner. The Orissa Town Planning and Improvement Trust Act, 1956 envisages preparation and implementation of master plans through the Planning Authorities and Improvement Trusts. The Act could not be enforced so long for want of funds. In view of the growing need for planned development of towns of the State, we understand Government have since decided for immediate enforcement of the Act and appointment of a whole-time Town Planner. The master plans for Cuttack city and Choudwar town have already been completed and steps are being taken for implementation of these plans with the enforcement of the Orissa Town Planning and Improvement Trust Act, 1956. The Third Plan contemplates a provision of Rs. 50.00 lakhs for town planning work in 10 selected towns of the State, viz., Cuttack, Puri, Chaudwar under the Central Division, Barbil, Sambalpur, Rourkela and Jharsuguda under the Northern Division and Berhampur, Jeypur and Koraput under the Southern Division, besides construction of 5 miles of Avenue Roads and storm water drains in the Cuttack city. A town planning unit has been deputed from May 1960 to Rourkela for preparation of a master plan for that town after which the unit will move to Barbil and Puri and other towns subsequently for the purpose.

2. Most of the posts are filled up by bringing officers on deputation from Works Department. Their scales of pay will be same as recommended for these posts in Works Department. No discussion in detail of scales of pay of any post is called for.

3. Revised scales of pay recommended by us for the various posts in this organisation are indicated in the Statement No. 34 included in Appendix A to our Report.

#### TRIBAL AND RURAL WELFARE DEPARTMENT

- 1. The Department is in charge of the welfare of Scheduled Castes and Scheduled Tribes. The administration of the scheduled areas in the State is also under its control. The Department has taken up a number of welfare schemes for ameliorating the condition of Scheduled Castes, Scheduled Tribes and backward classes in the field of Health, Education, Agriculture etc. With one-third of the entire State area being treated as scheduled area and two-third of the population of the State consisting of Scheduled Castes, Scheduled Tribes and Backward classes, the importance of the activities of the department for the State is obvious. The employees of the department are engaged in developmental activities which have far reaching effect on a vast sector of the State's population. We have kept this fact in mind while suggesting revised scales of pay for the various categories of posts in the department.
- 2. With these observations we proceed to deal with the scales of pay of the various posts which are special to the Department:—
  - (1) District Welfare Officer—At present there are District Welfare Officers in different scales of pay, viz., Rs. 200—700, Rs. 175—380, Rs. 200—460 and Rs. 230—700. Appointments to the post are made either by direct recruitment or by appoin ment from amongst Deputy Collectors or Sub-Deputy Collectors. For direct recruits the scale is Rs. 200—460 and Deputy Collectors and Sub-Deputy Collectors carry their own scales of pay. We understand from the Secretary, Tribal and Rural Welfare Department that steps are being taken to build up separate cadre of District Welfare Officers and Assistant District Welfare Officers who will be directly recruited if necessary through a competitive examination. We therefore, recommend the scales of Rs. 260—540 for the post of District Welfare Officers and the scale of Rs. 215—425 for Assistant District Welfare Officers when recruitment as indicated to us by the Secretary, Tribal and Rural Welfare Department is, made.
  - (2) Assistant District Welfare Officers—The qualification prescribed is Graduate. The post is filled up both by direct recruitment as well as by promotion. There are two categories of Assistant District Welfare Officers at present and in two different scales, viz., Gazetted Assistant District Welfare Officers and non-Gazetted Assistant District Welfare Officers in the scale of Rs. 175—380 and Rs. 155—235 respectively. We have already indicated the scale for Assistant District Welfare Officers when recruitment is made through a competitive examination. The Secretary of the Department has informed us that no more posts in the scale of Rs. 155—235 will be filled up. We recommend the revised scale of Rs. 185—300 for existing incumbents.
  - (3) Rural Welfare Inspectors (Rs. 85—115)—The qualifications prescribed are Intermediates and in certain cases even Matriculates are being taken. Considering the qualification prescribed and duties and responsibilities attached to the post we recommend the revised scale of Rs. 110—195.
  - (4) Social Workers (Rs. 60—90) with starting pay of Rs. 66—The qualification prescribed is Matriculation with Social Workers' Training.

- Considering the qualification prescribed and duties and responsibilities attached to the post we recommend the revised scale of Rs. 100—155.
- (5) Village Welfare Guide (Rs. 50-65 and Rs. 50-90)—The present scale is Rs. 50-65 and some of the Village Welfare Guides are in the scale of Rs. 50-90. The qualifications prescribed are Matriculation or Under-Matriculation with training in Badabandha Training Centre. Considering the qualification prescribed and duties and responsibilities of the post we recommend the revised scale of Rs. 80-120. As regards the staff in various educational Institution ranging from Seva Ashram to Higher Ashram School we are of the view that scales of pay of posts in these Institutions should be fixed on the basis of posts which we suggested for corresponding posts in corresponding categories of educational Institution under Education Department and have accordingly suggested revised scales for these posts.
- 3. A complete list of the revised scales of pay for various categories of posts in the Department as recommended by us is contained in Statement No. 35 included in Appendix A to our Report. For posts in the nature of Artisan reference may be made to discussion in Chapter on Industrial staff under Government.

## VETERINARY DEPARTMENT

- 1. The Department looks after veterinary relief, veterinary education and research and livestock and poultry development. The Director of Animal Husbandry and Veterinary Services is the Head of the Department and is assisted by two Deputy Directors and the Principal of the Veterinary College. There are three main sections in the Department, viz., (1) Direction and Extension, (2) Research and (3) Teaching. Under the first comes District Administration and various development schemes such as Poultry Development Scheme, Key Village Scheme, etc. Research and teaching are mainly done through the Veterinary College which has a research farm attached to it. The specialists in each subject are both teachers and Research workers. The Department is running two training institutes for stockmen besides the Veterinary College.
- 2. With these remarks we discuss hereunder the scale of pay of more important posts special to the Department.
- (1) Stockmen—Stockman is the last link in the chain of administration of this Department. The qualification prescribed for him is Matriculation followed by practical training for a period of 12 months. His main function is to assist the Veterinary Assistant Surgeon in his day to-day field works. He visits villages and attends to castration and inoculation. The educational qualification prescribed for Stockman is the same as prescribed for the L. D. Clerks. After consideration of all the factors, we recommend the revised scale of Rs.80—135 for the post. During our discussions with the Head of the Department it has been pointed out to us that at present promotion prospects for these posts are extremely limited and difficulties are being experienced to recruit and retain person in the post. We have examined the question of promotion outlet and have come to the conclusion that promotion prospects should be improved by provision of a selection grade for this category of post. We accordingly recommend that a selection grade in the scale of Rs. 115—160 should be created at the rate of 12½ per cent of the total strength of Stockmen's post.
- (2) Veterinary Technicians, Poultry Extension Officer, Dairy Overseers, Pharmacists, Poultry Overseer, Stockman, Supervisor, etc.—These posts are next to Stockmen in the departmental hierarchy and are in the scale of Rs. 85—155 at present. Candidates who are I. Sc.s and have undergone emergency veterinary training course for two years are appointed as Veterinary Technicians.

Matriculates after going through a diploma course of two years in Dairy Science in the National Dairy Research Institute or in Allahabad Agriculture Institute are appointed as Dairy Overseer. The Technical Pay Committee which considered the question of revision of pay scales of technical posts in the Veterinary Department in the year 1958, has not made any recommendation in respect of these posts. The Head of the Department has pointed out that in view of the fact that the scale of Veterinary Assistant Surgeons has been changed by the Technical Pay Committee there is need to revise the scales of pay of these posts. Considering the qualifications prescribed and duties and responsibilities attached to these posts we recommend the revised scale of Rs. 120—250 for these posts.

- (3) The next above in hierarchy are Veterinary Assistant Surgeons, Research Assistants, Instructor, Orissa Veterinary College Anaesthesist, Radiologist, House Surgeons. They constitute the back-bone of the Department. The quality of recruits at this level is of crucial importance as most of the higher posts are filled up by promotion from these posts. The Technical Pay Committee revised the scale of Veterinary Assistant Surgeons from Rs. 120—250 to Rs. 175—410 in the year 1958. The Veterinary Assistant Surgeons' Association has represented that the Veterinary Assistant Surgeons have to study for four years after I. Sc. and has claimed equality in pay scales with the Assistant Engineers who put in four years after I. Sc. They have laid stress on the fact that under the impact of Plan, the duties of Veterinary Assistant Surgeons have become multifarious and that unlike Medical Officers who either look to the curative or preventive side, they have to look to both sides of the treatment. Further, they have pointed out that the Veterinary Course is at present unattractive and it is difficult to fill up all the seats in the College. There is no question about the important role which the Veterinarians have to play in the improvement of national wealth. We also agree that emoluments of technical personnel should be improved consistently with their importance in the Welfare State. The need for making the Veterinary course attractive not only to fill up all seats in college but as well as to attract better quality of recruits is also there. In this view of the matter we feel there is scope for improvement of the scale, but we do not agree that the scale should be fixed on the basis of parity with the pay scales given to the Medical personnel. Medical course is a longer course and there is greater shortage of med cal men and there are many other problems in that field which do not apply to Veterinary personnel. As regards parity with the Assistant Engineers, the question of having this parity also has to be ruled out. The Assistant Engineers are given the scale of pay without any consideration of the fact that they are to be allowed private practice. In case of Veterinary Assistant Surgeons, however, the factor of private practice has to be taken into account while fixing the scale of pay. Considering this and the respective duties performed by Assistant Engineers and Veterinarians we do not agree that there should be parity in their scales of pay. Further, the Technical Pay Committee has already improved the pay scale for these posts considerably. After careful consideration of all these factors we recommend that the revised scale for these posts should be Rs. 230-500. Further it is pointd out to us that promotion prospects for these posts are inadequate. We have examined the promotion prospects available for these posts and have come to the conclusion that there is need for creating a selection grade as recommended by the Technical Pay Committee. We accordingly recommend selection grade of Rs. 450—550. posts in selection grade should be created at the rate of 12½ per cent of the total number of posts in the cadre of Veterinary Assistant Surgeons.
- (4) Farm Superintendent, Farm Manager, Research Officer, Instructor, Stockmen Training Class, Artificial Insemination Inspector, Veterinary Inspector, Technical Assistant, R. P. Scheme, Poultry Supervisor Poultry Farm Manager, Entomologists, etc.—In between the posts of Veterinary Assistant Surgeons and those of District Veterinary Officers come these posts. The Technical Pay

Committee while considering the need for revision of these posts which are in the scale of Rs. 225—285 had recommended that they should be fitted in the scale recommended by them for Veterinary Assistant Surgeon's post. The Director of the Animal Husbandry and Veterinary Services has pointed out to us during our discussions with him that this recommendation of Technical Pay Committee has given rise to practical difficulties inasmuch as some of these posts come above the post of Veterinary Assistant Surgeons and it will not be proper to give them same scale of pay as allowed to Veterinary Assistant Surgeons. We have carefully considered this position and feel that it should be possible to fit in all these posts in the selection grade which was recommended by the Technical Pay Committee for Veterinary Assistant Surgeons and is also being recommended by us. We accordingly recommend the scale of Rs. 450—550 for these posts.

- (5) District Veterinary Officer.—The next above in hierarchy of the Department are the District Veterinary Officers, Livestock Officers, Disease Investigation Officer, Assistant Disease Investigation Officer, Disease Investigation Officer (P), Bacteriologist, Officer-in-charge Biological Product Section, Animal Nutritionist, Artificial Insemination Officer, Goshala Development Officer, Research Officer, Assistant Professor, Assistant Poultry Development Officer, Bacteriologist (R. P.), Research Officer, Dairy Development Officer, etc. The scale recommended by the Technical Pay Committee and at present enjoyed by them is Rs. 360—700. They are District Level Officers of the Department and in line with our decision that the scales of pay of technical personnel should be equalised with other services and considering the duties which devolve on District Level Officers of the Development Department we recommend the revised scale of Rs. 370—780.
- 3. The revised scales recommended by us for less important posts and posts of common category in the Department are shown in the Statement No. 36 included in Appendix A to our report. For posts which are of the nature of Artisans reference may also be made to discussions in the Chapter on Industrial Workers under the State Government.

## **PUBLIC WORKS DEPARTMENT**

# (BUILDINGS, ROADS, IRRIGATION, PUBLIC HEALTH AND ELECTRICITY)

1. There are four Chief Engineers under whose technical control and direction the Works Programmme regarding Roads and Buildings, Irrigation, Public Health and Electricity is carried out. At present there is no separate Chief Engineer for the Public Health Branch and the Chief Engineer, and the Chief Engineer, duties of the post in Roads and Buildings attending to ending to the duties Hirakud Dam Project, is his duties. For addition to administration of which has been taken over by the State Government from the 1st April 1960 there is a separate Chief Engineer. There is a combined cadre for Irrigation and Buildings, and Roads Branches whereas for Public Health and Electricity there are separate cadres. We, however, find that majority of the posts in the various branches both Gazetted and non-Gazetted have common designations as well as common scales of pay. In the non-Gazetted category, however, there are a few posts special to each branch with different designations and different scales of pay. Another important feature of the staff of this Department is that quite a number of posts are on the work-charged establishment. We have dealt with the general question of condition of service and other allied matters of staff borne on work charged establishment. In line with our general approach towards work-charged establishment staff we have indicated the revised scales of pay for the various categories of posts in Statement No. 37 included in Appendix 'A' to our report.

- 2. The developmental activities of the State Government in recent times have given rise to great increase in demand for technical posts in all the branches of the Department Also with the undertaking of gigantic irrigation projects and heavy Roads and Buildings, Electricity and Public Health Programmes enormous responsibilities have been thrown on the staff in these branches. This rise in demand has led to shortage of Engineers as the supply in the market has not been able to keep pace with the demand. The State Government appointed a Technical Pay Committee in 1956 to remove recruitment bottleneck in regard to technical posts. We find the Technical Pay Committee has observed at page 3 of their report as follows:—
- "At the present moment serious difficulties are being experienced in recruiteing the required number of such personnel. The Committee have fully analysed the reasons for these difficulties. While there is no doubt that part of the difficulties is due to paucity as a whole of such personnel in the market in relation to the demand, a large measure of these difficulties is traceable to the scales of pay of these posts being unattractive and unsuitable."

It further appears from the Technical Pay Committee report that it felt that the scales of pay allowed for these posts were not commensurate with the time, the trouble and cost involved in acquiring technical qulification and in order to remove these defects they prescribed higher initial pay or lengthened the scale or created certain selection grade posts for some of the posts in the Department. We have fully taken into account these recommendations of the Technical Pay Committee and in view of the revision of the scales of pay of some of the posts having been made so recently the order of increase Committee and in view of the revision of the allowed by us in case of some of the posts in the Department has not been same as in the case of other posts and in such cases we have, more suggested the changes in the existing scales only to bring them in line with the general pay structure as will emerge as a result of our recommendations. We have, however, kept one objective in view that scales of pay including promotion prospects for these posts given to these should not be less than those given to posts in the general line and they should reflect the importance which is given to technical posts in a welfare State. It has been pointed out to us that in respect of certain posts in the Department recruitment difficulties are still In such cases we have carefully looked into the question whether the recruitment difficulties are due to any inadequacy of scales of pay and suggested scales of pay accordingly. As discussed by us above we believe largely difficulties of recruitment are the result of the sudden increase in demand and failure of supply to keep pace with the demand and any amount of increase in pay scales of technical posts will not be the solution unless the training facilities etc., and opening of the Engineering, Industrial and other technical schools and colleges is planned according to the needs of the State for technical personnel.

3. With these remarks we proceed to consider the revised scales of pay for some of the main categories of posts special to the Department in the various branches and failing within our terms of reference.

The hierarchical set up of the Department excluding certain technical posts in the nature of Artisans and ministerial is as follows:—

- (1) Sub-Overseer
- (2) Overseer
- (3) Assistant Engineer

- (4) Executive Engineer
- (5) Superintending Engineer
- (6) Chief Engineer

Further attached to the Roads and Buildings Branch are the posts of Chief Architect and Assistant Architect also. The duties and responsibilities attached to these posts are too well known to require any detailed discussions here. Considering the duties and responsibilities of the posts and the qualifications prescribed and the order of increase already given by Technical Pay Committee for these posts except that of Sub-Overseers we recommend the revised scales for these posts as shown below:—

Existing scale		Recommended scale	
1. Sub-Overseer	Rs. 70—100	Rs. 100—155	
2. Overseers	Rs. 120-250	Rs. 150—300	

We also recommend that Public Health Overseers should be given two advance increments in the above scale.

3. Assistant Engineer Rs. 260—700 Rs. 260—780

- 3. The Technical Pay Committee had recommended a Selection Grade post for Overseers in the scale of Rs. 225—10—300. We recommend a Selection Grade of Rs. 250—375 for the Overseers and recommend that Selection Grade posts should be created at 12½ per cent of the total number of Overseers.
- 4. Besides the above main categories of posts there are few important technical posts in the Department the pay scales of which deserve detailed discussion. We discuss these posts below—
- (i) Superintendent, Drawing Branch—This is an important post in the office of Chief Engineer and we understand, is filled up by very competent and experienced persons. The Chief Engineers during our discussions with them have pointed out that the present scale for the post is not commensurate with the duties and responsibilities attached and the importance of the post. It has also been pointed out to us that the giving up of practice of appointing Overseer-S. D. O's. from amongst Overseers and straightaway including them in the cadre of Assistant Engineers on the recommendation of Technical Pay Committee has also created anomalous position in the Department so far as these posts are concerned. On careful consideration of all the aspects of the matter particularly the duties and responsibilities attached to the post and need for filling up the posts by really competent persons we recommend the revised scale of Rs. 260—780 for the post. We also recommend that the Department should examine whether in view of the revised scales recommended by us the posts can be included in the Assistant Engineer's cadre.
- (ii) Draftsman—We had detailed discussion with the Secretary, Works Department and Chief Engineers regarding the revision of scale of pay of this post. At present there are varied scales for this post. They are as follows:—
- Rs. 50—90, Rs. 70—100, Rs. 90—120, Rs. 125—185, Rs. 205—300. It was pointed out to us by Chief Engineers that the present scales are not adequate to attract suitable candidates with the result that posts are by and large not filled up at present by persons of required stamp and calibre. They pointed out that the posts are very important for the efficient transaction of business in their offices and pleaded for drastic revision of present scales of pay and method of filling up posts. They pointed out that now at Hirakud Polytechnic there was a

course in Draftsmanship, and were of the opinion that either persons with diploma in Draftsmanship and at least two years' practical experience should be appointed or persons who with diploma in Draftsmanship will be initially recruited as Tracer may be promoted as Draftsmen. We have carefully considered the points raised by the Chief Engineers and feel that there is need both for upgradation of the scales of pay for the post as well for rationalisation of the present multiplicity of scales of pay for these posts. After due consideration we recommend that there should be three grades for the post of Draftsman in the following scales of pay:—

Draftsman, Grade III .. Rs. 100—155
Draftsman, Grade II .. Rs. 115—160
Draftsman, Grade I .. Rs. 150—300

At present there is a post of Head Draftman. We feel that this post should be given much better scale both in view of degree of responsibilities involved as well as with a view to provide a post with a sufficiently higher scale of pay to the cadre of Drftsmen as an incentive for good work. We accordingly recommend the revised scale of Rs. 250—375 for this post. In the Architects' Branch in the Chief Engineer's Office there are two posts of Architectural Draftsman and Assistant Architectural Draftsman in the scale of pay of Rs. 205—300 and Rs. 90—120 respectively. We recommend the revised scale of Rs. 250—375 and Rs. 150—300 respectively for these posts.

- 5. Besides the above categories of posts special to the Department there are certain non-technical posts special to the Department which deserve detailed discussion. We discuss scales of pay for more important categories of these posts below—
- (i) Store-keepers —At present the Store-keepers are in the following scales of pay:—

	Rs.	
(1)	<b>50</b> 70	
(2)	70—90	
(3)	70—100	
(4)	90120	
(5)	125185	

We find that the present scales of pay correspond to scales for posts on the ministerial side. We discussed with the Chief Engineers whether it is desirable to have common scales for these posts in order to provide the Store-keeper with adequate promotion prospects. The Chief Engineers have pointed out to us that there is a good deal of specialisation in the work and in the interest of smooth and efficient working of the Department it is not desirable to make these posts interchangeable. They, therefore recommended to us that it will be better to give them scales of pay distinct from the scales of pay of ministerial posts. We have considered the point raised by the Chief Engineer and after carefully considering all other aspects we feel that the present multiplicity of scales of pay for the postes of Store-keeper should be ended by rationalising the pay scales and prescribing only three grades of Store-keepers. We also feel

that separate scales of pay for Store-keeper should be given and that there need not be interchangeability except at the level of Grade III Store-keepers of these posts with ministerial post and that the scales of pay to be recommended should only take into account of the fact that in the absence of interchangeability of these posts with ministrial posts promotion prospects will be reduced. We accordingly recommend the following scales for the three grades of Store-keepers:—

Store-keeper, Grade III Rs. 80—135 Store-keeper, Grade II Rs. 125—190 Store-keeper, Grade I Rs. 185—300

- (ii) Divisional Accountants—Divisional Accountants play an important role in the Scheme of public works financial administration. Till recently these posts were being filled up by persons drawn from Accountant-General's Office and carried their own scales of pay which was Rs. 130—355. Since the year 1954 the practice has been stopped and Works Department is conducting an examination to recruit Divisional Accountants and the scale of pay allowed to those who are recruited by Works Department is Rs. 130—355. Considering the duties and responsibilities attached to the post and the standard of recruitment prescribed we recommend the revised scale of Rs. 185—305. For those who are continuing on deputation from Accountant-General's Office we recommend that they should be given the revised scale as recommended by Central Government for them in Accountant-General's Office on the recommendations of Second Central Pay Commission.
- 6. The revised scales recommended by us for less important posts as well as posts of common category and posts borne on work-charged establishment are contained in Statement No. 37, included in Appendix 'A' to our Report.

# SCALES OF PAY OF LOCAL BODIES EMPLOYEES

1. By our term of reference No. 2, we are required to consider the impact of our recommendations on the employees of Local Bodies and recommend a complementary structure of scales of pay for them. In regard to employees of the State Government, we have confined our examination to the posts, the minimum of whose scales of pay is Rs. 250 or less. In examining the impact of our recommendations and evolving a complementary structure of scales of pay for Local Bodies' employees, we have abided by this limit on pay scales. Further we find that there is another point regarding the scope of our enquiry regarding employees of the Local Bodies, namely, whether we will take into account their conditions of service in addition to their scales of pay. As will appear from the actual wording of the term of reference No. 2 of the Committee, we have been required to consider the impact of our recommendations and recommend a complementary structure of scales of pay for them. A strict interpretation of the wording contained in the Government Resolution, precludes any examination of the conditions of service of the employees of the Local Bodies. We have, therefore, not gone into conditions of service of Local Bodies' employees except in so far as they are relevant for determining the scales of pay. The next question with regard to the scope of our enquiry in regard to the Local Bodies employees is which type of Local Bodies we shall confine ourselves to, as the Government Resolution does not spell out the particular Local Bodies, the scales of pay of whose employees are to be recommended by us. At present there are the following

- Local Bodies—(1) District Boards, (2) Municipalities, (3) Notified Area Councils, (4) Grama Panchayats. We are aware of the fact that very important changes are in the offing on account of Government decision to introduce the scheme of Democratic decentralisation known as Panchayati Raj and as a result of this the District Boards in their present form will not remain. Indeed during the period of our enquiry steps were already being taken to absorb the District Board staff into Government offices. In view of this while examining the impact of our recommendations on Local Bodies employees and recommending a complementary structure of scales of pay, we have not taken into account the posts under the District Boards. Again in case of Grama Panchayats we have felt that the time has not come when any attempt to prescribe time scales of pay for the staff employed by them should be made. We are of the view that in their case Government should wait for development of both the resources and activities of the Grama Panchayats before the staff employed by them can be given scales of pay on the basis of scales allowed to other Local Bodies' employees and employees of the State Government. We have, therefore, not taken the staff employed by Grama Panchayats also into account in recommending the complementary structure of scales of pay and have confined ourselves to employees of Municipalities and Notified Area Councils.
- 2. The existing scales of pay for various categories of employees under the Local Bodies were sanctioned by Government in the Resolution No. 5019-L.S.-G., dated the 6th July 1949. These scales were adopted by the Government as a result of the recommendations made by a Committee with Revenue Commissioner as the Chairman, which was appointed in the year 1948 and which submitted its report on the 5th February 1949. This Committee was appointed to study specifically the scales of pay for the Local Bodies' employees and was designated as Special Pay Committee. Before examining the existing scales of pay in detail and the manner in which it has been demanded they should be revised and making suggestions as to their actual revision, we will discuss the salient considerations which were kept in view by the Special Pay Committee on 'Local Bodies' referred to above in determining the scales of pay of various categories of Local Bodies' employees.
- 3. The most important observation made by the Special Pay Committee on Local Bodies in recommending the scales of pay for Local Bodies' employees was that the work turned out in the Local Bodies offices was at a different level, as compared with the work in the Government offices under the State Governments and in view of this the Committee felt that there should be a slight token distinction in the pay scales of district staff and Local Fund (Bodies) staff. Secondly, the Committee suggested that the revision of scales of pay for the teachers of the Primary Schools both managed and aided should be on a different basis than the basis suggested by them for the rest of the categories of posts under Local Bodies, and further suggested that the minimum pay of the teachers should be Rs. 27 according to the price index then prevailing, which they further suggested should be divided into basic pay of Rs. 22 and efficiency allowance of Rs. 5. They also recommended that house-rent allowance for women teachers everywhere and men teachers in Urban areas given under Government Resolution No. 41-E., dated the 4th January 1947 should continue to be available in addition to the scales of pay suggested by them. They further specifically stated that the teachers should not be given any dearness allowance in view of the revised scales of pay suggested by them.
- 4. We find that these two main recommendations of the Committee were accepted by the Government and are reflected in the present structure of scales of pay of Local Bodies. In addition we find that the State Government have

categorised some of the posts in some Local Bodies under which some of the employees in the bigger Local Bodies are getting higher scales of pay in comparison with the scales of pay enjoyed by their counterparts in other Local Bodies.

- 5. The main demands of the Local Bodies' employees as urged before us in the various memoranda preferred by their Association or the respective Chairmen or Executive Officers of the Local Bodies have been as follows:—
- (1) The pay scales should be revised on account of abnormal increase in prices.
- (2) The scales of pay of the employees of the Local Bodies should be at par with the pay scale of State Government employees.
  - (3) Employees of all Local Bodies should have uniform scales of pay.
- (4) Employees of Local Bodies should be given opportunity to prove their worth in Government Departments and provided with opportunity for promotion in Government jobs as they do not have adequate opportunity for promotion under Local Bodies.
- (5) The dearness allowance sanctioned by the State Government is not received in full as the portion payable from Local Bodies funds is not always paid in full to them and as such the Government should assume the responsibilities for payment of full dearness allowance at the same rate as paid to the Government employees.
- (6) A need-based minimum wage should be assured to scavangers and sweepers and other low-paid staff in the Local Bodies.
- 6. The Orissa Local Body Employees' Federation has specifically urged before us the following points in their memorandum:—
- (1) The pay scales should be recast to bring them in line with the price level obtaining at present.
- (2) The minimum remuneration of an employee under the Local Body should be Rs. 75.
- (3) The existing disparities in the comparable posts under Local Bodies and Government should be removed.
- (4) The injustice done by not granting Dearness Allowance to Primary School teachers in the revised scale of Rs. 30—1—40 should be removed.
- 8. Although these are the various demands, the demand which has been emphasised most before us is for removal of distinction in pay scales of Local Bodies' employees and the employees of the State Government in corresponding and comparable posts. As pointed out above, the last Pay Committee on Local Bodies felt that as the condition of services and outturn of work in the Local Bodies and district offices are not comparable, there was justification for a slight token distinction in the pay scales of Local Bodies' employees and State Government employees in comparable posts and accordingly we find that at present there are token differences. To illustrate at present the L. D. and U. D. Clerks get the scales of pay of Rs. 45—85 and Rs. 65—95 respectively under Local Bodies whereas under the Government their scales of pay is Rs. 50—90 and Rs. 70—100 respectively. In making our recommendations the question whether the existing disparities between the pay scales of Local Bodies' employees and Government employees in comparable posts would be removed

or kept in a major issue on which the entire structure of scales of pay for them will rest. We therefore, discuss in detail the pros and cons of this issue and indicate our stand before we take up the other demands and recommend the actual structure of scales of pay.

- 9. We find that there are both points in favour of and against the proposal to remove the existing disparities. As regards the points in favour of removal of disparities it has been pointed out that the qualifications prescribed for various categories of posts under the Local Bodies and under the Government are the same and that it cannot be said that the nature of work turned out by the Local Bodies employees is less important or less responsible. On the other hand it is pointed out that as the present emphasis is on decentralised administration and building up three tier system of democracy in the country, the work done by the Local Bodies' employees should be treated to be as important as under the Government and it is argued that even though in the past there might have been some differences in the standard of work under the Local Bodies as compared with the standard obtaining under the Government, at present it is necessary that the standard of work should be raised to the level obtaining under the Government so that the Local Bodies may function effectively and discharge their duties to the public properly.
- 10. As regards the argument for maintaining the existing disparities, it is pointed out that in majority of cases Local Bodies' employees will be generally working in their home towns thereby finding the cost of living cheaper as compared with those stationed at a place other than their home towns and liable for transfer from one place to another as is the case with Government employees, and, as such there is justification for paying them slightly lower scales of pay. Secondly, it is argued that ultimately the question of pay scale has to be decided by the employee with reference to his paying capacity and as, by and large, the Local Bodies' resources are inadequate to ensure parity in the scales of pay for their employees as compared with the employees of the State Government, there is some justification for having lower scales of pay for Local Bodies employees, as compared with the scales allowed to the Government employees. Thirdly it is pointed out by some that work in the Local Bodies is not as important and responsible as in Government services.
- 11. We have carefully considered all these points and are of the view that the issue should be decided in the light of general principles of salary determination enunciated by us in the Chapter on principles of salary determination in the report and the tendency towards establishment of Socialistic Pattern of Society, the greater responsibilities which are being thrown upon the Local Bodies and the need for ensuring that the standard of work under the Local Bodies should be raised to the level obtaining under the Government, so that Local Bodies function effectively and discharge their duties to the public properly.
- 12. We have already been confronted with the question of ensuring parity in the pay scales of Central Government and State Government employees and our stand has been that though there is not a case for ensuring complete parity in the scales of pay of the Central Government and State Government employees, yet the disparities should be narrowed which again is not possible at the moment as ultimately the pay scales suggested have to depend on the resources of the State Government for granting increased emoluments to the employees considering its need for development etc., and we have urged that a gradual process of removal of differences consistent with the resources should be initiated and over a period the existing difference in the pay scales of Central Government and State Government employees should be narrowed down as the resources of the State

develop. Applying this stand to the demand made by the Local Bodies' employees before us, the logical concl sion which we have to arrive at is that there is no case for complete removal of difference, but scope for narrowing down the differences is there which again cannot be done in one big leap but over a period only and that the process, however, should be initiated and over a period the difference should be removed as the resources of the Local Bodies develop In other words, we endorse the present practice of having taken difference between the pay scales of Local Bodies' employees and the State Government employees in general, but in certain cases where the factors which have been urged in favour of maintaining the present disparities do not exist to the same extent as in other cases and in view of other considerations, discussed above, we are in favour of removal of distinction. We have evolved the complementary structure of scales of pay for Local Bodies accordingly and ensured the same minimum remuneration to the lowest category of staff in Local Bodies as to their counterparts under the State Government. We have also kept parity in the scales of pay recommended by us for Primary School teachers under Local Bodies with the scales recommended for them under Government as also in respect of all technical posts under the Local Bodies and Government.

13. Another aspect of this disparity in the scales of pay of Local Bodies' employees which has been pointed out to us is the demand for uniformity in the pay scales of various categories of posts under different Local Bodies.

At present we find the scales of pay for various categories of posts particularly ministerial posts are not the same in all the Local Bodies but differ as amongst Local Bodies of different types and different Local Bodies of the same type even. It has been argued before us that there is no justification for these differences in the scales of pay as the work done in each Local Body is equally important and if in any particular Local Body there is greater volume of work the correct approach should be not to give a higher scale of pay to a particular post, but to sanction more posts for such a Local Body in such cases. We have carefully considered this question and substantially agree with the views that if the resources of particular Local Bodies are small they should have smaller number of posts and that while in general it is not necessary to have different scales of pay for Local Bodies of different sizes, the question of ability to pay or resources of particular Local Bodies cannot be ignored altogether and that there have to be some posts, the scales of pay of which should be determined on the basis of the bigger and smaller resources and size of particular Local Bodies. Accordingly in case of certain categories of posts we have recommended different grades for particular categories of post and suggested scales for all the grades. We recommend that the State Government may allow the posts in the appropriate grade to Local Bodies of different sizes and resources in those cases. In this connection our attention has also been drawn to the fact that there are various categories of posts in which the work is of the same nature but they carry different designations under different Local Bodies. From the factual information received by us this contention is borne out and we find that there is bewildering variety of designations. We feel this is not desirable and is likely to result in confusion in certain cases. In this connection we find that minimum wages committee on the Local Authority has pointed out the need for standardising the designations of posts in Local Bodies. We agree with the minimum wages committee on Local authorities in this regard and have while recommending revised structure of scales of pay for Local Bodies' employees, unified designation of posts mostly on the lines suggested by the minimum wages Committee on Local Bodies.

(14) Besides introducting the above feature in the pay structure of Local Bodies' employees, we are of the view that the dearness allowance should be merged in the pay scales of Local Bodies' employees on the same lines as has been done by us in case of employees of the State Government, as like the existing

scales of pay of the Government employees, the scales of pay of the Local Bodies' employees have been determined taking into account the cost of living index which was adopted by the last Provincial Pay Committee and the Local Bodies' employees have been given the same rate of dearness allowance as employees under the State Government except that teachers in the Primary Schools as a class have been deprived of dearness allowance granted from time to time by the State Government and in case of second additional dearness allowance granted by the State employees in the year 1957, different rates have Government to its been allowed to the employees of the Local Bodies as compared with the rate at which it has been allowed to the employees of the State Government. In view of this, we, therefore, recommend that besides the revised scales of pay recommended by us, the employees of the Local Bodies should be given dearness allowance at the same rate as has been recommended by us for the State Government employees, namely Rs. 10 up to Rs. 150 and Rs. 20 up to Rs. 300 and the total remuneration of the employees drawing pay above Rs. 300 should consist of salary only. We wish to make it clear that we regard the present distinction in regard to grant of dearness allowance between the Primary School teachers and other categories of Local Bodies' employees to be unjustified and would recommend that they should along with the other categories of Local Bodies' employees be given dearness allowance at the above rates.

- (15) Here we may deal with the point made in some memoranda received from the Local Bodies that the dearness allowance rates although sanctioned by the Government at the same rate as for other Government employees, are not in actual practice same for the Local Bodies' employees, as, the Local Bodies do not come forward to pay their share of the dearness allowance. This point raises the question of reponsibilities of the State Government for improvement on the emoluments of employees under Local Bodies. In the constitutional set-up which we have, the Local Bodies have been given some distinct sources of income of their own, but at the same time resources allowed to them are not commensurate with their needs and from the relevant financial provision of the Constitution it is found that the responsibilities of balancing the need and resources of the Local Bodies have been thrown upon the State Government and in actual practice by a system of grant-in aid the State Government is making substantial contribution to the financial resources of Local Bodies of each category. Undoubtedly the Government has interest in the maintenance of efficiency of services under Local Bodies as the nature of functions assigned to them bring them into closer contact with the public than in the case of some of the employees of the State Government and it is perhaps in recognition of this aspect of the problem that provision has been made in the relevant rules framed by the Government for Municipalities that they are required to fix the scales of pay, etc., of their employees only in consultation with the State Government vide Sections 37, 84 and Rules 427—433 of the Orissa Municipal Act and Orissa Municipal Rules respectively. It follows from the above account that some degree of responsibility for improving the conditions of service of employees under Local Bodies and their rates of remuneration has to be assumed by the State Government which will provide adequate inducement for work for them but nevertheless the cost of establishment has to remain the first charge on the resources of the concerned bodies as laid down in Para. 6 of Government Resolution No. 2941-L.-S.G., dated the 19th April 1949 laying down the present scales of pay of the Local Bodies' employees.
- (16) In this context we are of the view that the demand of the Local Bodies that Government should assume full responsibilities for payment of the dearness allowance at the same rate as it allows to its own employees does not hold good, as, any arrangement that Government should assume full responsibilities for improving the emoluments of Local Bodies' employees will detract from the

independence and sense of financial responsibility of Local Bodies and will go against the salutary principle that the establishment costs as far as possible should be met out of the resources locally raised. We, therefore, do not suggest any change in the present financial arrangement of sharing the cost of dearness allowance as at present existing between the State Government and the Local Bodies. However in view of the fact that we are going to merge the dearness allowance in the pay scales and State Government is not at present sharing any burden of the basic pay allowed in the pay scale to the Local Bodies' employees except in few cases, the question of sharing the cost of basic pay will automatically arise. We have considered this very carefully and are of the view that in order to safeguard the budgetary position of the Local Bodies against the situation resulting from our recommendation to merge the major portion of the dearness allowance in the existing pay scales, the Government should for the next 5 years pay them grants equal to the grants payable to them towards the cost of dearness allowance on the basis of grants given during the financial year 1960-61 and with these basic financial resources ensured, the Local Bodies should be called upon to improve the scales of pay of their employees by the offer of further grants towards a suitable proportion of the cost of adopting the scales recommended by us.

Before concluding we wish to point out that in various memoranda our attention has been drawn to inadequacy of promotion prospects for Local Bodies' employees and as pointed out above, it has been suggested that a method should be evolved to absorb staff from Municipalities in Government service both with a view to remove inadequacy of promotion prospects as well as with a view to remove the grievance of Local Bodies' employees that their conditions of service are less favourable. The Development Commissioner at the time of giving evidence before us also stressed the need for evolving such a method. We are not required by our terms of reference to examine conditions of service and as such strictly speaking the consideration of this question falls outside the scope of our enquiry we will, however, point out that similar problem of absorbing State Government employees under Central Government has been considered by Central Pay Commission and they have made certain recommendations which are of great relevance in deciding this issue. We have urged upon the State Government to take up the question with the Centre quickly. In regard to this demand we also recommend that State Government should similarly consider the adoption of a scheme of recruitment to the posts under the State Government by transfer of appropriate categories of the staff of the Local Bodies.

The revised scales suggested by us for various categories of posts in Local Bodies is given in Statement No. 39 included in Appendix A to our Report. A list of revised scales of pay recommended by us for Local Bodies' employees is given in Appendix D attached to our report.

in Appendix D attached to our report.

#### CHAPTER X

## FIXATION OF PAY IN NEW SCALES

1. We now deal with the formula to be adopted in fixing the pay of existing employees in the new scales. The last Provincial Pay Committee suggested the following formula:—

"The Committee recommend adoption of the broad principle outlined above with slight modification and suggest that initial pay of a person already in service when he is brought on to the scales proposed by us should be fixed at the lowest figure arrived at by one of the following alternative methods of calculations.

- (i) What he would draw if his entire service in the existing scale had been in the corresponding proposed scale of pay or the pay in the new scale at the stage next above his present pay; or
- (ii) by fixing his initial pay at the stage in the proposed scale next above the pay he is drawing in his present scale plus an increment in the proposed scale for every three completed years of service or part thereof; or
- (iii) the ceiling on the increases to be allowed should be the next stage in the proposed scale above the amount that may be arrived at after adding to the present pay the sums stated below:—

Present Pay	Amount to be added	
Not exceeding Rs. 100	• •	Rs. 10
Exceeding Rs. 100 but not exceeding Rs. 300		Rs. 15
Exceeding Rs. 300 but not exceeding Rs. 400	• •	Rs. 20
Exceeding Rs. 400 but not exceeding Rs. 500	• •	Rs. 25
Exceeding Rs. 500	• •	Rs. 30

ALCHESTER .

In no case however the existing pay of Government servants should be reduced while fixing the pay in the above manner.

- 2. Ordinarily in case of revision of scales of pay the pay is fixed in accordance with Rules 74 and 76 of the Orissa Service Code. We, however, feel that in case of such a large scale revision as we are doing it is necessary to lay down special formula giving some weightage for persons with longer service in the nature of advance increment calculated at the rate of one increment for a specified number of years service in the existing scale as was done by the last Provincial Pay Committee. We have considered the formulae adopted by various State Governments and Government of India in the past and recent revision of scales of pay as well as the formula adopted in the State from time to time and are of the view that the formula recommended by the Madras Pay Committee recently with slight modification should be adopted. Accordingly we recommend the following formula:—
- (1) The 'present emoluments' of an employee shall form the basis for fixation of his pay in the new scale when present emoluments mean basic pay, dearness allowances, but not other allowances.
- (2) The 'present emoluments' of an employee as indicated above should be reduced by the amounts shown below (rates of dearness allowance suggested by us) and balance should be taken as his 'present pay' for purpose of fixation of his pay in the new scale.

Present Emoluments

Deduction to be made

Up to Rs. 160 ... Rs. 10

From Rs. 161 to Rs. 170 ... Amount sufficient to bring the present

emoluments down to Rs. 150.

From Rs. 171 to Rs. 320 .. Rs. 20

Above Rs. 320 ... Nil

- (iii) The pay of an employee should first be fixed in the new scale at the stage next above his present pay defined above whether or not it is a stage in the new scale, or at the minimum of new scale, if such pay is less than the minimum of the new scale.
- (iv) The eafter weightage may be allowed for all employees at the rate of one increment for every three completed years of service in their present scales of pay, subject to a maximum of four increments; provided that the pay fixed for an employee in the new scale under this rule should in no case exceed what would have been admissible had he been in service on the new scale from the beginning of his service; and provided further that in no case shall the increase in emoluments be less than Rs. 5 or more than Rs. 25. In case where the increase in emoluments under the revised scale has to be limited as proposed, the pay of the employee should be fixed at a corresponding lower stage and a personal pay, to be absorbed in future increments, should be allowed so as to give the employee a total increase of Rs. 25 only in his emoluments.
- (v) In cases where weightage calculated under (iv) above takes the total pay beyond the maximum of the new scales the pay shall be fixed at the maximum of new scales.

In the end we give below a few typical hypothetical cases of application of the above formulae by way of illustration.

Illustration I—'F' a Farash draws a pay of Rs. 18 in the 6th year of his service in the existing scale of Rs. 16—1/2—22 plus a dearness allowance of Rs. 27. His present emoluments are Rs. 45. From this Rs. 10 shall be deducted and the balance of Rs. 35 shall be treated as his 'present pay'. Since this is less than the minimum in the revised scale of Rs. 45—1—55, his pay in the revised scale shall be determined at Rs. 45, the minimum of the revised scale. As he has completed five years of service he should be allowed one advance increment of Re. 1. Thus his pay will be fixed at Rs. 46 on the 1st December 1960, the date of effect of the revised scale and he will draw next increment raising his pay to Rs. 47 on the 1st December 1961 on completion of one year of service. His total emoluments on the 1st December 1960 will then be Rs. 46 plus Rs. 10 as new dearness allowance namely Rs. 56. This will give him an increase of Rs. 11.

Illustration II—'P' a peon draws a pay of Rs. 24 in the 13th year of his service in the existing scale of Rs. 18—1/2—24 plus a dearness allowance of Rs. 27. His present emoluments are Rs. 51. From this Rs. 10 shall be deducted and the balance of Rs. 41 shall be treated as his 'present pay'. Since this is less than the minimum of the revised scale of Rs. 45—1—55, his pay in the revised scale shall be determined at Rs. 45, the minimum of the revised scale. As he has completed 12 years of service, he should be allowed four advance increments of Rs. 4. Thus his pay will be fixed at Rs. 49 in the above scale and in addition, he will draw the new dearness allowance of Rs. 10. His total emoluments will then be Rs. 49 plus 10 as new dearness allowance namely Rs. 59. This will give him an increase of Rs. 8.

Illustration III—'H' a Helper draws pay of Rs. 24 in the 7th year of his service in the existing scale of Rs. 21—1/2—29 plus a dearness allowance of Rs. 27. His present emoluments are Rs. 51. From this Rs. 10 shall be deducted and the balance of Rs. 41 shall be treated as his 'present pay'. Since this is less than the minimum of the revised scale of Rs. 48—1—60 his pay in the revised scale shall be determined at Rs. 48 the minimum of the revised scale. As he has completed 6 years of service he is eligible to have two advance increments of Rs. 2. Thus his pay will be fixed at Rs. 50 in the above scale and in addition he will draw the new dearness allowance of Rs. 10. His total emoluments then be Rs. 60. This will give him an increase of Rs. 9.

Illustration IV—'D' a Driver draws a pay of Rs. 50 on the 6th year of his service in the existing scale of Rs. 45—1—50—2—60—E.B.—1—65 plus a dearness allowance of Rs. 30. His present emoluments are Rs. 80. From this Rs. 10 shall be deducted and the balance of Rs. 70 shall be treated as his 'present pay' in the revised scale. Since this is less than the minimum of the revised scale of Rs. 80—120 his pay in the revised scale shall be determined at Rs. 80, the minimum of the revised scale. As 'D' completed 5 years of service, he will be eligible to get one advance increment of Rs. 3. Thus his pay will be fixed at Rs. 83 and in addition, he will get the new dearness allowance of Rs. 10. The increase in his emoluments will then be Rs. 13.

Illustration V—'L' a Lower Division Clerk of the District Office draws a pay of Rs. 60 on the 6th year of his service in the existing scale of Rs. 50—2—70—E.B.—2—90 plus a dearness allowance of Rs. 28. His present emoluments are Rs. 88. From this Rs. 10 shall be deducted and the balance of Rs. 78 shall be treated as his 'present pay'. Since this is less than the minimum in the revised scale of Rs. 80—3—110—E.B.—3—116—4—120—5—135 his pay in 'the revised scale shall be determined at Rs. 80 the minimum of the revised scale. As 'L' has rendered five years of service he will be eligible to have one advance increment of Rs. 3 only and his pay will then be fixed at Rs. 83 and in addition, he will get the new dearnees allowance of Rs. 10. This will give him an increase of Rs. 5 only.

Illustration VI—'O' an Overseer draws a pay of Rs. 200 on the 13th year of his service in the existing scale of Rs. 120—5—155—5—160—10—220—E. B.—10/2—250 plus a dearness allowance of Rs.29. His present emoluments are Rs. 229. From this deduct Rs. 20 and the balance of Rs. 209 shall be treated as his 'present pay'. His pay will then be determined at the next above stage of Rs. 209 in the revised scale of Rs. 150—5—160—10—200—E.B.—10—220—15—280—E.B.—20—300 i.e., at Rs. 210 and as he has completed twelve years of his service he will be allowed four advance increments of Rs. 55. Thus his pay will be fixed at Rs. 265 in the revised scale and in addition, he will get the new dearness allowance of Rs. 20. This will give an increase of Rs. 56 but the increase shall not exceed Rs. 25. His pay will, therefore, be fixed at Rs. 220 plus a personal pay of Rs. 14 and in addition he will get the new dearness allowance of Rs. 20. This will give an increase of Rs. 25.

Illustration VII—'A' an Assistant Public Prosecutor of Police draws a pay of Rs. 380 on the 16th year of his service in the existing scale of Rs. 175—10—215—15—275—E. B.—15—305—E.B.—15—380 plus a dearness allowance of Rs. 34. His present emoluments are Rs. 414. From this nothing will be deducted and the above present emoluments will be treated as his 'present pay'. His pay will then be determined next above the present pay of Rs. 414 in the revised scale of Rs. 215—10—265—E. B.—15—325—E.B.—20—425, i.e., at Rs. 425 the maximum of the revised scale and he will get no dearness allowance as dearness allowance is not admissible beyond the limit of Rs. 300. This will give him an increase of Rs. 11 only.

Illustration VIII—'J' a Junior Head Assistant of the Secretariat draws a pay of Rs. 300 on the 6th year of his service in the existing scale of Rs. 235—10—255—15—300 plus a dearness allowance of Rs. 35. His present emoluments are Rs. 335. From this no deduction is to be made and this will be treated as his present pay. His pay will then be determined at the next above stage of Rs. 335 in the revised scale of Rs. 300—15—375—20—395, i.e., at Rs. 345. As 'J' has rendered five completed years of service he will be allowed one advance increment of Rs. 15. Then his pay will be fixed at Rs. 360, and he will get no dearness allowance as dearness allowance is not admissible beyond the pay range of Rs. 300. This will give him an increase of Rs. 25 only.

Illustration 1X—'D' a Deputy Collector draws a pay of Rs. 460 on the 11th year of his service in the existing scale of Rs. 200—15—260—25—435—E. B.—25—610—E.B.—30—700 plus a dearness allowance of Rs. 34. His present emoluments are Rs. 494. From this nothing shall be deducted to arrive at his 'present pay'. His 'present pay' is to be treated at Rs. 494. His pay will then be determined at the next above stage of Rs. 494 in the revised scale of Rs. 260—15—320—20—400—E.B. 30—520—E.B. 40—680—50—780, i.e. at Rs. 520. As 'D' has rendered 10 completed years of service he is eligible to have three advance increments of Rs. 120. This will arrive at fixing his pay at Rs. 640 in the revised scale and this will result an increase of Rs. 146. But as the difference between the present emoluments and the total amount arrived at the new rates shall in no case exceed Rs. 25. D's pay will, therefore, be fixed at Rs. 490 plus a reducible personal pay of Rs. 29. Thus D' will get an increase of Rs. 25.

सन्यमेव जयते

## **CHAPTER XI**

## HOUSING FACILITIES AND HOUSE RENT ALLOWANCE

- 1. Government provide residential accommodation to some of its employees in buildings either owned or leased by it. The provision of such accommodation is governed by rules 104 to 115 of the Orissa Service Code. Ordinarily each Government servant is required to pay rent which is usually equal to 10 per cent of his pay or standard rent whichever is less for the building provided to him by the Government for his residence, but in special circumstances as contemplated by rule 112 of the Orissa Service Code the State Government can grant rent-free accommodation to some officers or class of officers and can charge rent at a reduced rate in case of others. According to this rule reasons have to be recorded by the State Government for either granting rent-free accommodation or charging rent at reduced rate. The list of officers who are enjoying at present rent-free accommodation is given in Annexure O-I attached to our Report. Besides this list there is an order exempting Class IV Government servants drawing pay less than Rs. 30 per month as a class from payment of rent and for charging rent for officers whose pay is Rs. 150 or less, but more than Rs. 30, i. e., at 5 per cent instead of the usual 10 per cent. It is seen from the list of officers who are at present enjoying rent-free accommodation that this concession has been given for various reasons, namely, obligatory residence at the place of duty, better performance of duties, low scales of pay, supervision of hostels and workshops, attendance to emergent nature of duties during odd hours of day and ni ht, increased responsibilities and arduous nature of work. Work in unhealthy and expensive localities which involve extra expenses in out-of-the-way stations away from headquarters and towns etc., and there has been no single principle or a set of principles. This position has been regarded as unsatisfactory and we find that attempts have been made in the past to have a uniform set of principles which have culminated in issue of Finance Department circular No. 32000(35) F., dated the 10th December 1957. This circular however does not set out how the existing cases were going to be treated nor does it state whether in all future cases these principles will apply. We understand that in recognition of these principles no new cases have been decided as yet, but on the other hand a review of old cases has been made by a Committee consisting of Home Secretary and the Finance Secretary who have taken certain decisions to withdraw or continue the concession after examining them strictly in accordance with the principles embodied in Finance Department Circular referred to above. These decisions have not been adopted by the Government as yet and have been referred to us for consideration and final recommendation in the matter.
- 2. This in brief is the position with regard to provision of housing accommodation and grant of rent-free accommodation or house rent allowance in lieu of rent-free accommodation as it stands at present. We have received a number of demands in respect of provision of housing accommodation; grant of house rent allowance and grant of rent-free accommodation from various Service Associations and individuals. There has been almost universal demand for some sort of help in the matter of house rent allowance from Service Associations. All the Associations have complained about the soaring rents and the difficulties experienced by the employees with regard to finding housing accommodation. We have, therefore, considered it necessary to discuss the question in its wider setting and evolve certain general principles regarding the question of accommodation in general and rent-free accommodation and house rent allowance in particular. We discuss below these aspects of the question and record our recommendations in the matter.

- 3. At the outset it may be stated that at present it is only a matter of convenience and no obligation on the part of Government that it provides accommodation to its employees. In other words, no Government servant can claim accommodation from Government as a matter of right or as part of the conditions of his service and Government reserves the right of providing accommodation to its employees in any manner it likes. However, in actual practice Government have been endeavouring to give accommodation to as large number of its employees as it reasonably can. Further as stated above ordinarily rent is charged but where special circumstances exist, for reasons to be recorded rent-free accommodation can be given. From this it can be inferred that provision of rent free accommodation is an exception rather than the rule. However, the grant of rent free accommodation to some of its employees by the Government has led to some amount of discontentment amongst such employees as are not being given such facilities. This has led to such question o be asked as to whether it is necessary to give rent-free accommodation by the State Government to certain set of its employees and if so, why not lay down a set of principles by which it should be governed so that the charges of any discrimination by the Government in favour of a particular set of employees or holder of certain specified posts and consequent discontentment and heart-burning amongst officers are avoided. As has been noted above, there are various reasons on account of which the concessions of rent-free accommodation to certain posts as distinguished from others has been given but the Government have already decided that the existing cases should be reviewed in the light of principles embodied in Finance Department, Circular No. 32000 (35).F., dated the 10th December 1957 and a review has been made by a Committee consisting of Home Secretary and Finance Secretary which has been referred to us for final decision. Before we proceed to deal with the examination of recommendation made by the Committee consisting of Home Secretary and Finance Secretary, we examine the validity of the principles in the light of which they have made the review. These principles are as follows:-
- (a) Officers and subordinates required to live in a specified locality or building who because of the nature of their duties are with some regularity called on duty, at any time during the 24 hours of the day.
- (b) Officials who in addition to the regular duties have to exercise direct supervision over resident students and have accordingly to live in close proximity to the hostel.
- (c) Officers whose pay is fixed on the ground that free accommodation (or an allowance) is provided and who are required to live at or near their place of work, e. g., care-taker of the Council House.

We take up these principles here and indicate the modifications which we want to be made.

4. To take up the first principle, we feel the fact that an officer is required to live in certain specified quarters does not necessarily justify the concession that he should be exempted from payment of rent. According to us the main question in regard to rent-free quarters is whether in view of the responsibility and work of the post and its pay and general amenities attached to it, it is necessary to give the extra concession of rent-free quarters. We find that the Second Central Pay Commission also has questioned the validity of this principle and have recommended that there is no valid ground for giving rent-free accommodation in cases where for efficient discharge of the duties an employee should live in or near the premises where he works, though in such cases they admit that there is need on the part of Government to provide such Government servants with a residence but nothing beyond that. In other words, they do not favour the grant of rent-free accommodation in cases of obligatory

residence. The only circumstance which they consider to be justifying the grant of rent-free concession is when the nature of duties attached to a post or the conditions under which the incumbent of the post has to perform these duties are such that higher pay or special pay, etc., should be granted but for the concession of the rent-free house. We are in full agreement with these views of the Second Central Pay Commission. Incidentally we find this view was taken by the State Retrenchment Committee as early as 1938. We therefore recommend that rent free accommodation to Government Servants should be given in accordance with the above considerations only and the present policy in the matter as laid down in the Finance Department Circular should be modified. We have also examined the recommendations made in the Report of the Committee consisting of Finance Secretary and Home Secretary in the light of this principle and as we have enunciated different principle for regulating the grant of rent-free accommodation than the principles in the light of which this Committee has examined the existing cases, we have made major changes in their recommendations. The recommendations of this Committee are given in Annexure P to our Report. The Revised recommendations made by us are given in Annexure O. We further recommend that in accordance with above principle Collectors and District Magistrates in all districts of the State should be given rent-free accommodation. We also recommend that the existing concession allowed to Class 1V Government servants should continue with the modification that it should in view of the revised scales suggested by us be given to those drawing salary of less than Rs. 60 instead of Rs 30 as is the case at present.

- 5. As regards the question of house-rent allowance, we find that the house-rent allowance is usually given in the following circumstances:—
- (1) In lieu of rent-free quarters when quarters are not provided to the Government servants entitled to such concession.
- (2) In consideration of the expensiveness of a particular place at which Government servant is working.

The State Government has at present no case of the second category and house-rent allowance is only given in certain cases in lieu of rent-free accommodation usually at 10 per cent of the pay of the incumbents of the post. As cases where a particular Government servant will be entitled to rent-free accommodation in accordance with the principle laid down by us but cannot be provided with a house for some reason or other by Government will continue to arise, we recommend that existing practice of giving house-rent allowance in lieu of rent-free accommodation at 10 per cent of the pay of the incumbent of the post should continue.

6. As regards grant of house-tent allowance on account of expensiveness of a particular locality we find demands have been made from time to time by Government servants for this concession, but have been rejected. We find, however, that following the recommendations of the First Commission the Government of India have allowed house-rent allowance to staff posted in various cities which have been classified into categories. three followed the lead of Government have not the Government of India We find matter. also that most of the State Governments are also giving similar concessions to their employees posted at certain specified places regarded as expensive within the State. We have also received large number of demands from Service Associations and individuals urging us to recommend this concession to Government servants at expensive places in the State. In this connection, Cuttack, Berhampur, district headquarters of all Districts and industrial areas in the State have been mentioned as places deserving of consideration for grant of this concession. We have carefully considered these suggestions and feel there is justification for grant of house-rent allowance on account of expensiveness at certain places. In this connection we quote the following portion from the report of the Second Central Pay Commission which according to us sets out the case for grant of this concession most lucidly.

"Apart from a basic pay, all employees below a certain level get a dearness allowance which is intended to neutralise fully, or in part, the average increase in the cost of living in the country as a whole as measured by the All-India Consumer Price Index number. In addition there are two other allowances—the City Compensatory Allowance and the House-Rent A'lowance payable with certain exceptions, to Central Government employees stationed in certain cities considered to be specially expensive. These are, in fact, supplements to the dearness allowance. They cannot be amalgamated, however, with the dearness allowance or even with each other, because apart from the fact that changes in rates of house rent are not quickly reflected in the Consumer Price Index number, a proportion of employees in the cities in question are provided Government residences and thus become ineligible for the house-rent allowance. So if house rents in certain cities, etc., continue to be abnormally high, a house-rent allowance, as a separate form of compensation, would have to be continued."

- 7. It can hardly be disputed that there are places within the State where rents are higher as compared with other places. The next question is on what basis or consideration this concession should be allowed and how the places should be selected. The Government of India have taken population as the criterion to determine which places are more expensive for the purpose of grant of houserent allowance and it is being granted to cities with population of one lakh or more. In our State there is only one city, namely, Cuttack, and if the criterion adopted by the Government of India is adopted only Cuttack will become eligible for consideration in this regard. But as we consider the main purpose in granting house-rent allowance to the employees is to balance the relative differences in regard to rent of houses at different places in the State as a unit, we feel the criterion adopted by the Centre has to be modified to suit local conditions. We, therefore, recommend that besides allowing this concession to staff posted to places with population of more than a lakh, this concession should also be allowed to staff posted to selected industrial areas in the State where cost of living in general and house rents in particular are comparatively higher. In this connection we find that State Government have already allowed compensatory allowance to staff working within the limits of Notified Area Committee, Rourkela. We recommend that this should be renamed as House Rent Allowance and allowed in accordance with the recommendations made by us regarding the rate and categories of officers in the following portion of this Chapter. Before we deal with categories of Government servants, who should be given this concession and the rate at which it should be allowed, we wish to point out that while deciding these questions the following two points have to be borne in mind:-
- (1) A house-rent allowance in the very nature of things can be given to reimburse to an employee not full amount of rent paid by him but only the amount in excess of reasonable portion of his pay which he is ordinarily expected to spend towards house rent.
- (2) The rise in level of rent to some extent is already reflected in the cost of living index and to that extent dearness allowance already compensates, Government servants on account of extra expenditure they have to incur towards payment of higher rates of rent.

8. In consideration of these two factors and of the suggestions made to us in this regard by various Service Associations and individuals, we recommend that house-rent allowance should be allowed to all categories of Government servants drawing pay up to Rs. 500 and should be given at the following rates at all the places indicated by us above.

Pay limit	House rent allowance proposed
For all employees getting pay of Rs. 75 or less in the new scale.	Rs. 5
Above Rs. 75 but not exceeding Rs. 150 in the new scale.	Rs. 7·50 nP.
Above Rs. 150 but not exceeding Rs. 250 in the new scale.	Rs. 10
Above Rs. 250 but not exceeding Rs. 350 in the new scale.	Rs. 15
Above Rs. 350 but not exceeding Rs. 500 in the new scale.	Rs. 20
Above Rs. 500	Nil

9. Lastly we deal with the question of providing housing accommodation to Government servants on payment of rent. As briefly discussed in the earlier portion of the Chapter, the main features of the policy pursued by the State Government in this regard are (a) Government has not undertaken the responsibility for providing each employee with residential accommodation, (b) subject to availability of building for use as residential buildings the Government servants are being provided with the same on payment of rent which is charged at 10% of the pay of Government servants or standard rent whichever is lower from all categories of Government servants except those drawing pay between Rs. 30 and Rs. 150 whereas no rent is charged from Government servant drawing pay up to Rs. 30. Various suggestions regarding changes in these features of Government policy have been made to us As regards the Government's obligation to residential accommodation it has been urged before us that Government should assume the responsibility fully and in support of this suggestion practice in the private Sector where there is increasing tendency to provide residential accommodation, in some cases even without charging any rent has been quoted, and, it has been suggested that if Government is hesitating to assume the responsibility on account of the fact that number of buildings available with it falls far short of requirement to fulfil the responsibility, it should requisition private buildings for purposes of housing Government servants. We have carefully considered these suggestions and are unable to agree with them. We feel that till Government has such a large number of buildings at its disposal as to fulfil obligation which it is suggested it should take, the existing policy of giving residential accommodation subject to availablity has to continue. In making this recommendation we are aware of the fact that provision of residential accommodation for Government servants will lead to improvement in their efficiency as it will remove from the minds of those Government servants who are at present left to their own resources to find their accommodation constant worry on this score, but we see no possibility of immediate fulfilment of such obligation and as such refrain from recommending it. We do not think the suggestion made that Government should requisition private buildings for housing Government servants is either practical or in the larger public interest.

We regard this suggestion particularly unsuitable as the shortage of residential accommodation is universal and any large-scale requisitioning of buildings by Government for housing Government servants will give rise to legitimate public criticism as well as create economic difficulties for the public by pushing up rents of buildings very high. According to us the ultimate solution lies only in Government drawing up a planned and properly phased programme to build its own buildings for residential accommodation of various categories of Government servants over a period of time consistent with the financial resources that can be spared for this purpose. In this connection we understand that during the Third Plan period a sum of Rs. 3 crores has been ear-marked for undertaking office buildings and quarters for Government servants. We would recommend that this should be kept up and efforts made to achieve the above objective in as short a period as possible. In this connection we also recommend that Government should encourage Government servants to build their own houses by giving loan freely and on favourable terms. Some Associations have brought to our notice that some of the existing provisions of rules laid down for grant of loans for house building do not encourage Government servants to make use of them as much as they should and we would like to recommend that the existing rules should be reviewed and any features which stand in the way of Government taking these loans should be removed.

13. As regards the rate of rent we have received two sets of suggestions, one that the existing rates at which rent is charged is high and should be removed and concession of 5 per cent rent should be extended to Government servants drawing pay up to Rs. 300 or even more and the other, that the present rate of rent is very low considering the construction cost and market rate. We have considered these suggestions and taken them to represent only extreme views in the matter. We do not think there is either case for enhancement or reduction in the existing rate of rent or extension of the concessional rate of rent of 5 per cent to Government servants drawing pay above Rs. 150 and do not recommend any change in the existing rate of rent and the provision for charging concessional rent from those Government servants drawing salary between Rs. 60 and 150.

## CHAPTER XII

## COMPENSATORY ALLOWANCES

1. Our terms of reference No. 3 requires us to make recommendations on other compensatory concessions available to Government servants. The term "Compensatory concession" is not defined anywhere. However the term "Compensatory allowance" is defined in Rule 12 of the Orissa Service Code. The definition of compensatory allowance runs as follows:—

"Compensatory allowance means an allowance granted in consideration of personal expenditure or loss of amenities or private practice necessitated by the special circumstances in which duty is performed.

It includes a travelling allowance. It does not include the grant of a free passage by sea to or from any place outside India."

In the absence of any definition of the term "Compensatory concession" we have taken it to include "Compensatory al'owance" and discussed the question of compensatory allowances in the light of definition given above.

- 2. It will be seen from the definition of the compensatory allowance that there are three main circumstances under which compensatory allowances are admissible to Government servant viz.
  - (a) in consideration of personal expenditure,
  - (b) for loss of amenities,
  - (c) for loss of private practice,

necessitated by the special circumstances in which duty is performed.

To take the first circumstance, it covers dearness allowance, house-rent allowance, any allowance granted to a Government servant on ground of double establishment due to training outside the State or inside the State, city compensation allowance and T. A. which is mentioned in the definition itself. Out of these various allowances we have dealt separately with T. A., house rent allowance, and dearness allowance. Here we shall deal with compensatory allowance which is being given for maintaining double establishment and city compensatory allowance.

- 3. As regards compensatory allowance for maintaining double establishment we find there is no uniformity in the rate or manner in which allowance is allowed for maintaining double Establishment. It varies from place to place and is given in some cases at fixed rate whereas in other cases it is given as percentage of the pay drawn by concerned Government Officers. We feel in the nature of things there cannot be any uniformity in the matter and allowance should continue to be given as at present with due regard to the extra expenditure which a particular Government servant has to incur at a particular place and in accordance with the cardinal principle that compensatory allowance should not be a source of profit.
- 4. Regarding city compensatory allowance, we find Government of India is giving it to its employees posted in certain big cities. We are of the opinion that circumstances under which this allowance is being given by Government of India to its employees do not hold good in case of State Government and as such we do not recommend grant of city compensatory allowance for employees of State Government.

- 5. As regards compensatory allowance given for loss of amenities so far as the State Government is concerned the allowance given is mainly in relation to new projects, such as Hirakud, Machkund, Paradip, etc. The allowance given is various known as "Project Allowance" or "Construction Allowance" or "Investigation Allowance". The fundamental factor governing the grant of this allowance is whether the circumstances under which the duties are performed are such as to amount to loss of amenities to the Government servants employed in connection with the project as compared with the rest of the Government servants. We find that at places where projects are taken up, there are normally lots of difficulties which Government servants have to face, e.g.—
  - (i) What of adequate residential accommodation either private or Government;
  - (ii) Lack of education facilities;
  - (iii) Lack of communications;
  - (iv) Lack of amenities or such necessities of life as adequate supply of water, electricity, etc.

It is, therefore, only fair that where comparatively loss of amenities is greater or beyond a particular degree, the Government servants should be given compensatory allowance. We, therefore generally approve the present arrangement regarding grant of compensatory allowance variously known as Project Allowance, Construction Allowance or Investigation Allowance. As regards the rate of this compensatory allowance it is given usually at 20 per cent of the pay of the Government servant concerned. We generally approve of this practice, but will observe that while the amount to be allowed as compensatory allownnce has necessarily to be related to the extent of loss of amenities, it should not be so high as to disturb the pay structure instead of merely toning down its rigidity. In this connection we wish to observe further that cases have arisen in the past when grant of compensatory allowance has been confused with grant of special pay and principles enunciated by the State Government to regulate the grant of special pay have been applied to compensatory allowances. We are of the view that as special pay and compensatory allowance are given in view of different consideration, they should not be confused with each other and clear distinction between the two should be maintained. We also suggest that in order to avoid confusion instead of variously calling the compensatory allowance granted in consideration of loss of amenities as Project Allowance, Investigation Allowance, Construction Allowance, it will be better to call them Compensatory Allowance always and for facility of reference the word Investigation, Construction or Project should be added within brackets, if need be.

6. In this connection we have considered the question whether remoteness of a locality by itself will justify grant of compensatory allowance. We find that normally localities which are remote are found to suffer from lack of amenities and as such grant of compensatory allowance will be justified, but there is need for periodical review of the position in this regard as localities which have once been treated as remote may no longer be so due to opening up of communication, etc. We, therefore, recommend that Government should review the cases where at present allowances for remoteness of locality are being given. In this connection Finance Department have referred to us specifically the question of Angul Compensatory Allowance granted to various categories of Government servants stationed at places other than the headquarters of Angul in Finance Department Resolution No. 2860-F., dated the 30th June 1942 for our recommendation. We have carefully considered this question and recommend that as the grounds for which the compensatory allowance was granted more than 17 years back do not exist now, it should be discontinued.

- 7. As regards payment of compensatory allowance for loss of private practice, this allowance is generally confined to medical personnel. The generality of Medical Officers in the State are not debarred from private practice and as such they are not given any non-practising compensatory allowance, but the Assistant Surgeon attached to the Primary Health Centres under the Community Project Scheme have been allowed compensatory allowance at Rs. 115 per month and incumbents of some isolated posts such as Assistant surgeon attached to Tuberculosis Hospital, Uditnarayanpur and Assistant Surgeons attached to Jail Hospital who are also debarred from private practice have also been allowed compensatory allowance in the scale of Rs. 25-5/2-65. A list of such posts as are at present allowed compensatory allowance as furnished to us by Director of Health Services is given at the end of the Chapter. In this connection it may be pointed out that prior to the implementation of Technical Pay Committee's recommendations the Public Health staff were being given compensatory allowance in the above scale but Technical Pay Committee recommended better scales for them without compensatory allowance. We have specifically considered the question of grant of compensatory allowance to Medical Officers in the State in view of current talk for debarring them from private practice. We have discussed the question in brief while dealing with pay scales of various posts in the Medical and Public Health Department. Here we will deal with the question at some length.
- 8. In case of officers of Medical and Public Health Department the question of payment of compensatory allowance for being debarred from private practice is a very vital one. In principle there cannot be any dispute that so long as an officer is debarred from private practice unless his scale of pay has been fixed taking this factor into account, he should be paid a compensatory allowance. But the question may be asked whether it is better to debar Medical Officers from private practice or it is better to allow them to have private practice and if the former is the case, whether their pay scales should be fixed keeping this fact in view or they should be compensated separately for this limitation imposed upon them. As regards the first part of the question, namely whether private practice should be allowed or not, it is both a matter of principle and policy. In principle we find that competent opinion is that private practice should not be allowed. We do not differ, with this opinion, but on grounds of practical consideration, we are against the adoption of this course by the State Government at this stage when there is paucity of medical men as a whote in relation to demand for them. We find the Retrenchment Committee who considered this question came to the conclusion that in view of the position regarding availability of medical men and demand of the public it is better not to debar the doctors under Government from private practice. This was the view also of the Sub-Committee of the last Provincial Pay Committee. Although there has been some improvement regarding availability of medical personnel since the time above observations of Retrenchment Committee and Sub-Committee of Pay Committee were recorded yet we do not think that the overall position has improved much in relation to demand. We therefore recommend that the generality of doctors should not be debarred from private practice, but the present policy debarring holders of particular posts from private practice and allowing compensatory allowance instead according to specific needs of the situation should be continued. We ourselves in pursuance of this approach have recommended that in the interest of medical education and research in the State and Country, certain posts in the Medical College should be debarred from private practice.
- 9. As regards the amount of compensatory allowance for loss of private practice to be allowed, at present it is allowed at varying rates to persons belonging to the same cadre. We feel this is unsatisfactory. We have examined the practices prevalent in various States for giving compensatory

allowance when particular officers are debarred from private practice and feel that compensatory allowance in cases where particular medical personnel are debarred from private practice should be allowed at the following rates:—

# Basic Pay of Medical Officers

Below Rs. 200	Rs. 50 per month
Rs. 200—250	Rs. 75 per month
Rs. 251—350	Rs. 100 per month
Rs. 351—400	Rs. 150 per month
Rs. 401—500	Rs. 200 per month
Rs. 501 and above	Rs. 250 per month

# LIST OF POSTS AT PRESENT ALLOWED COMPENSATORY ALLOWANCE FOR LOSS OF PRIVATE PRACTICE

(1) Assistant Surgeons attached to B. M. Swasthya Nibas, Chandpur.	Rs. 75 per month
(2) Assistant Surgeon attached to Tuberculosis Hospital, Uditnarayanpur.	In the scale of Rs. 25—5/2—65.
(3) Assistant Surgeons attached to Primary Health Centres.	Rs. 115 per month
(4) Assistant Surgeons attached to Jail Hospitals	Rs. 25—5/2—65 per month.
(5) Secretary to Superintendent, Shriram Chandra Bhanj Medical College Hospital.	Rs. 100 per month
(6) Store Medical Officer, Shriram Chandra Bhanj Medical College Hospital.	20 per cent of the pay subject to the maximum of Rs. 75 per month.
(7) Assistant Surgeons attached to Rural Health Centre, Jagatsingpur.	Rs. 115 per month
(8) Assistant Surgeons attached to Integrated Training Centres.	Rs. 115 per month
(9) Assistant Surgeons attached to Kalimela and Motu Dispensaries and Anti-yaws Campaign.	50 per cent of basic pay.

## CHAPTER XIII

## Travelling Allowance

- 1. We have received a large number of requests for increase in the existing travelling allowance rates. Before we examine the suggestions received by us we will like to point out that travelling allowance is a compensatory allowance and the well recognised principles for grant of compensatory allowance, that is, that it should not be a source of profit should apply to it. In making our recommendations regarding adequacy or otherwise of the travelling allowance rates and considering the demands for improving the travelling allowance rates made by the various Associations and individuals we have kept this principle in view while at the same time ensuring that officers are protected from any loss in incurring expenditure on travelling for the convenient discharge of their duties in the public interest.
- 2. We find in the first instance that at present there are different kinds of travelling allowance, viz., fired travelling allowance, mileage allowancs, actual travelling allowance etc., and secondly travelling allowance varies according to purpose for which journeys are undertaken or the grade in which Government servants have been categorised for purposes of travelling allowance. We further find that although there are various purposes for which travelling in the interest of public service is undertaken by the Government servants and travelling allowance is drawn, yet in vast majority of the cases the travelling allowance claims relate to journies undertaken at the time of transfer and on tour and that the main body of demands and complaints against the working of the existing Travelling Allowance Rules made before us have also been in these two respects. In discussing the question of travelling allowance we have therefore, confined ourselves to the travelling allowance rates in these two respects.
- 3. We find the existing rates of travelling allowance for tour and transfer are as follows:—

सन्धमन जयत

Daily allowance-

Grade of Government servants for the purpose of travelling allowance/daily allowance

Rates within the State

Rates outside the State

(1)

(2)

(3)

First Grade i.e.,
Government
servants in receipt
of pay Rs. 75 and
above including
the members of
All-India Services.

- First Grade i. e., 1. (a) Rs. 5 up to pay of Rs. 750.
  - (b) Rs. 6 on pay exceeding Rs. 750 but not exceeding Rs. 1,000.
  - (c) On pay exceeding Rs. 1,000 Rs. 6, per first Rs. 1,000 plus one rupee for every additional Rs. 500 or fraction thereof subject to maximum of Rs. 10.

At the rate as in column
(2) or at the rate fixed
by the Government of
the State in which the
Government servant
concerned travels
whichever is greater.

**(t)** (2) (3)

> 2. (a) 33½ per cent extra over the ordinary rate given in (1) above subject to a maximum agencies.

(b) 50 per cent extra over the ordinary rate given in (1) above subject to a maximum of Rs. 10 in the Class I agencies inside the State.

Second Grade i. e., Go vernment servants in receipt of pay of Rs. 200 and above.

- 1. Annas 4 and 8 pies for every At the rate as in column Rs. 25 of pay or fraction (2) or at the rate fixed by thereof subject to a maximum the Government of the of Rs. 4-10-8.
  - State: in which the Government servnat concerned travels whichever is greater.
- 2. 33 1/3 per cent extra over the ordinary rate in (1) above subject to a maximum of Rs. 5-13-4 in Class Agencies.
- 3. 50 per cent extra over the ordinary rate in (1) above subject to maximum of Rs. 5-13-4 in Class I agencies inside the State.

Third Grade i. e., all Govern m e n t servants in service superior except Police Constables. Jailand Warders Forest Guards, in receipt of pay below Rs. 200.

1. Annas 2 and 6 pies for every Rs. 12 ½ or a fraction thereof subject to a maximum of (a) Rs. 2-5-4 if non-gazetted (b) Rs. 2-10-0 if gazetted.

Ditto

- 2. Arminimum of Re. 1 Orissa and Rs. 1-8-0 outside Orissa.
- 3. (a)  $33\frac{1}{3}$  per cent extra over ordinary rate subject to minimum of Rs. 1-4-0 and maximum of Rs. 3-1-9 Class II agencies.
- (b) 50 per cent extra over the ordinary rate subject to minimum of Rs. 1-6-0 and maximum of Rs. 3-8-0 in Class I agencies.

(1) (2) (3)

Fourth Grade i. e.,
Police Constables,
Jail Warders and
Forest Gu a r d s
and all Government servants in
inferior services.

- Fourth Grade i. e., (a) Re. 1 in plains inside the Rs. 1-8-0 outside the Police Constables, State.
  - (b) Rs. 1-4-0 in Class II agencies in the State.
  - (c) Rs. 1-5-4 in Class II agencies of 4th Grade employees of the Forest Department.
  - (d) Rs. 1-6-0 in Class I agencies in the State.

Travelling allowance on tour—Mileage allowance for journey on tour is allowed at different rates according to the conveyance used for the purpose. The table below will indicate the rates of travelling allowance on tour—

सत्यमव जयत

Name of the grade

Name of the conveyance used for the journey

Rates at which mileage is admissible

First Grade Officers

- (1) By foot, cycle and rickshaw (1) Six annas a mile etc.,
- (2) By motor cycle
- .. (2) Eight annas a mile
- (3) By own car
- .. (3) First 800 miles 10 annas a mile.

Next 400 miles 8 annas a mile.

All subsequent miles 6 annas a mile.

- (4) By public bus
- .. (4) Four annas a mile

(5) By train

.. (5) Single first class fare plus incidental charges at 12 pies per mile.

(6) By air

- .. (6) One and one-sixth of the standard fare.
- (7) By steamer
- (7) One and three-fifths of the fare of the highest class.
- (8) By air conditioned accommodation. (Officers in receipt of pay) (including special pay of Rs. 1,200 and above are eligible to travel in air conditioned coach).
- (8) A single air-conditioned class fare plus incidental charges @ 9 pies per mile.

**(1)** (2) (3) Second Grade Officers (1) By foot, cycle and (1) Four annas a mile rickshaw, etc. (2) By motor cycle (2) Five annas and 4 pies a mile. (3) First 200 miles 8 annas a (3) By own car mile. Next 600 miles 6 annas a mile. Subsequent miles 5 annas a mile. (4) By public bus (4) 2 annas and 8 pies a mile (5) By train (5) Single first class fare plus incidental charges @ 8 pies per mile. (6) By air (6) One and one-sixth of the standard fare. (7) By steamer (7) If there be only two classes on the steamer a single higher c'ass fare, if there be more than two classes single second class fare plus three fifth the fare so admissible. Third Grade Officers (1) By foot, cycle and (1) Two annas and six pies per rickshaw, etc. mile. (2) Two annas and eight pies (2) By motor cycle per mile. (3) By own car (3) 3½ annas a mile (4) One anna and four pies per (4) By public bus mile. (5) Single second class fare plus (5) By train incidental charges @ 4 pies per mile. (6) By air (6) One and one-sixth of the standard fare. (7) By steamer (7) If there be only two classes on the steamer the lower If there be three class. classes second class. there be four classes third class plus three-fifths the fare so admissible.

Fourth Grade Officer (1) By train

- .. (1) Actual fare of the lowest class and usual daily allowance.
- (2) By public bus
- class and usual daily allowance.
- (3) By steamer
- class plus double the ordinary rate of daily allowance provided that for any day on which this double daily allowance is drawn no further daily allowance may be drawn on account of the combination with the steamer journey of a journey by road or railway or both.

(4) By any other means

(4) One anna per mile.

Travelling allowance on transfer—A Government servant in superior service on transfer is allowed travelling allowance in addition to the mileage allowance admissible to him as follows:—

For a journey by rail or steamer—

- (i) One-half extra fare of the class in which he is entitled to accommodation.
- (ii) One extra fare for each adult member of his family, who accompanies him and for whom full fare is actually paid, and
- (iii) One-half fare for each child for whom such fare is actually paid.
- (iv) Actual cost of transporting by goods train, steamer, or other craft personal effects up to the following limit to first, second and third grade officers:—

		If travelling alone	If accompanied by family
		Maunds	Maunds
First Grade		40	60
Second Grade		20	30
Third Grade	. •	12	15

When he travels by road he may draw one extra mileage allowance at the rate to which he is entitled and draw a second extra mileage allowance if two members of his family accompany him and a third if more than two members accompany him and for the transportation of each maund of personal effects an allowance at the rate of 6 pies per mile. The mileage at present sanctioned by State Government for Class I, Class II and Class III Government servants are as follows:—

First Grade .. 12 annas a mile (two mileages at six annas)

Plus .. 6 annas, if two members accompany

Plus .. 6 annas, if more than two members accompany

Second Grade .. 8 annas a mile (two mile iges at four annas a mile)

Plus .. 4 annas a mile, if two members accompany.

Plus . 4 annas a mile, if more than two members accompany

Third Grade .. 4 annas a mile (Two mileages at two annas a mile)

Plus .. 2 annas a mile, if two members accompany

Plus .. 2 annas a miles, if more than two members accompany

# A Class IV Government servant is entitled to the following:-

For journey by rail or steamer a single railway fare of the lowest class for self and for each adult member of his family and half fare for each child and for journey by road the actual cost fare in the lowest class accommodation available for self and for each member of his family who accompanies him at full or half rate as the case may be. Between places not connected by public bus service he will be entitled to a single mileage for himself and an additional mileage if accompanied by his family. He is also allowed actual transporting cost of his personal effects by goods or passenger train, steamer or public bus to a maximum limit of 5 maunds. With these preliminary remarks to proceed to discuss below the demands made by various Service Association and individuals for revision of existing travelling allowance rates and need for such revision.

One universal demand made by the Government servants belonging to Class II, Class III and Class IV has been that travelling allowance rates have not kept pace with rise in price and were, therefore, inadequate at present. We find that this is not substantially correct as travelling allowance rates have been upgraded for various grades of officers on a number of occasions in the past few years. Further, we do not agree that it is necessary to make change in travelling allowance rates strictly in relation to changes in price level at best according to us rough correspondence can be maintained between the two in order that actual reasonable expenses incurred by the Government servants in travelling in the interest of public service are always reimbursed to him. We have, however, examined the existing rates for various grades of officers in the light of points raised before us and also compared them with the rates given by Government of India and some of the other State Governments and after carefull consideration of all aspects of the matter recommend that the existing rates should continue except to the following extent.

- (1) For third grade officers mileage rate should be raised from one anna four pies when journeys are performed by public bus to 12 nP.
- (2) The mileage rate for fourth grade officers should be raised from 1 anna to 9 nP.

The mileage rate for grade I Government officers should be as follows:—

- 60 nP. for the first 500 miles as against 800 miles at present.
- 50 nP. for the next 500 miles as against 400 miles beyond first 800 miles as at present.
  - 37 nP. for all subsequent miles.
- (3) The daily allowance at present admissible to grade III Government servants should be subject to minimum of Rs. 1.25 nP. instead of minimum of Re. 1 inside the State and Rs. 2 outside the State.
- (4) The maximum of Rs. 4-10-8 allowed as daily allowance to second grade officers should be raised to Rs. 5.

- (5) The daily allowance allowed to fourth grade Government servants should be raised from Re. 1 to Rs. 1-8-0 inside and outside the State respectively to Rs. 1-25 nP. and Rs. 2 respectively.
- (6) The rate of 6 pies per mile per maund allowed for transportation of luggage for journey on transfer when a Government servant travels by road, should be raised to 6 nP. per mile per maund.
- (7) The present practice of not allowing any loading and unloading charges should be stopped and instead loading and unloading charges at the rate of 25 nP. per maund of the luggage permissible should be allowed.
- 5. In this regard we find that at present many of the Government servants have been provided with vehicles by Government for purposes of touring. We feel that as Government have provided vehicles for the facility of touring of certain officers and is incurring recurring expenditure on maintaining drivers and in certain cases cleaners etc., it is in the public interest that officer should be made to make best possible use of this facility and should be made to use the vehicles provided instead of their own cars for tours to be performed by them. We, therefore recommend that Government officers should be required to tour in Government vehicles where they have been provided with them for purposes of touring specially subject to availability, and should be required to give a certificate when they tour in their own cars that such vehicles were not available for their use at the time of performing tour in their own cars.
- 6. Lastly we may point out that we have received a number of demands for increase in the rates of fixed T. A. and a few proposals for substitution of fixed T. A. by regular T. A. It has been generally pointed out by all those who made demands that the existing rate of fixed T. A. is very low, as it had not kept pace with the increase allowed in Daily Allowance and mileage rates from time to time. We feel that fixed T. A. is not to be fixed only with reference to Daily Allowance but factors such as mileage to be covered, minimum days to be toured, and extent of jurisdiction are other relevant factors which have to be taken into account. The list of Government servants who are in receipt of fixed T. A. is contained in Appendix 5 of Orissa Travelling Allowance Rules. We find that in some cases the fixed T. A. has been revised upward during the past few years. We, however, feel there is need for review of all cases of fixed T. A. in the light of increase in Daily Allowance, minimum days to be toured and extent of jurisdiction. We wanted to make this review ourselves and did call for information in this regard but as information received we leave it to Government to make this review been complete connection, however, we point out that there are certain urgent cases in this regard such as Inspectors of Weights and Measures, Mechanics of Typewriter Section in Government Press, certain categories of staff in Excise Department, Forest Guards in Forest Department and Process Servers in Revenue and Judicial Departments which require to be looked into immediately.

As regards the demand for substitution of fixed T. A. by regular T. A., we are not in favour of it. Fixed T. A. scheme is generally suitable for officers who can plan their tour according to definite programme and whose work is not subject to sudden emergencies calling for frequent deviations from pre-planned programme of touring and the provision of fixed T. A. in such cases discourages indiscriminate touring for the sake of making T. A. only In view of this we recommend that the scheme should be retained in all cases in which it has been applied at present and should be extended as far as possible to all employees whose jurisdiction is confined to a compact area and whose tours can be fairly well planned in advance.

### **CHAPTER XIV**

# WORKING HOURS, HOLIDAYS, CASUAL LEAVE

Working hours for officers—(1) At present the total working hours are 36 in a week during winter and 33 during summer. The Office time is from 10-30 A.M. to 4-30 P.M. during winter and from 7 A.M. to 12-30 P.M. during summer. In our questionnaire issued both to the general public, and Secretaries to Government and Heads of Departments, we included questions regarding working hours and invited suggestions regarding any alterations or modifications thereto. In reply to our questionnaire, we did not receive any large number of suggestions for any alterations and the consensus of opinion has been that the existing hours of work are enough. We had indeed included a specific question in our general questionnaire in regard to desirability of prolonging working hours in the interest of developing the economy of the State. In the replies received, there has been stout opposition to the very idea and it has been pointed out that any prolonging of working hour will set in deterioration instead of improving the economy of the State and that what is needed is not increase in working hours but more concentrated work during the existing working hours. In view of this and in view of the total working hours prescribed by various State Governments as well as the Central Government and the general trend inside and outside the country, we feel there is no scope for any increase in the total working hours prescribed for employees of the State Government nor do we think there is any scope for curtailment of ccordingly we do not recommend any alteration in We hope however, that in the interest of developing Accordingly this regard. the economy of the State staff will be required to put in more intensive efforts and attempts will be made to get better intensive output from them within the existing working hours.

- (2) In this connection we have considered whether any adjustment in the working hours cannot be made even though the existing number of total working hours, is to be kept in tact in spreading them over the week and day of the week. As regards spreading the working hours over each day, find that at present there is no provision for lunch break during office hours. lack of this provision stands in the way of getting better output from the staff as continuous working without any break is apt to affect adversely the quantity and quality of the work done. We. therefore recommend that in the interest of enabling the staff to put in maximum effort as well as with a view to put an end to the existing position under which at all hours during office hour staff are found leaving their seats with its 'consequent adverse effect on the efficient running and transaction of business and mainof discipline in Government offices, lunch break for half an hour from 1-30 to 2 P.M. should be provided and office hours during winter should be revised from 10-30 A.M. to 4-30 P.M. to 10-30 A.M. to 5 P.M. with half hour break for lunch from 1-30 P.M. to 2 P.M. We also recommend that after provision for Lunch break is made the staff should not be allowed to leave their seats at all hours at their sweet will, and strict business like atmosphere should be maintained in Government offices.
- (3) As regards the spreading of working hours over the week, at present 6 days in a week are full working days and Sunday is Off-day. Suggestions have been made to us in reply to our questionnaire that longer weekly-offs should be provided. We have carefully considered these suggestions, as well as the position obtaining in this regard in other States and at the Centre. We feel that ultimately this question should be decided with reference to the habits of the people of the State and with reference to what is desirable from the point of view of ensuring efficient working by the staff in the offices.

In this view of the matter we find that any provision for longer weekly offs will necessitate changes in daily timing for offices, as we are not in favour of curtailing the total working hours during the week in order to provide for longer weekly off, which, we find is not practicable to do. Again we find that there is no widespread week end habit amongst the people of the State nor do we think longer weekly offs are necessary to be provided to ensure efficient working of staff in offices, for except the conscientious few the vast majority of staff are not worked so very hard for all the days of the week as to require rest for longer period than is the case at present. We are, therefore, not in favour of any change in the present system of weekly offs allowed by the State Government.

Holidays—(4) We find that the number of holidays allowed to Government servants in this State is 35 against 15 allowed to Central Government servants on the recommendation of the last Central Pay Commission. In making their recommendation the Central Pay Commission have referred to widespread feeling among the public that there are far too many public holidays in the country and that these are all not now necessary for religious or traditional social observance in many of which the educated people particularly are losing interest and further that many of the public holidays are only a pretext for idleness which the country can ill afford. Agreeing with this view we feel that there is a case for curtailment in the existing number of holidays in the State. But unlike in the Centre and in some other States we have thought it fit not to recommend any weekly offs on On the other hand, we have decided that Government alternate Saturdays. servants in this State should have casual leave to the extent of 15 days—10 days ordinary and 5 days special. Keeping this in view we feel that the number of holidays in this State should be comparatively a little more than in the Centre or in those other States where alternate Saturdays are weekly offs or where Saturdays are half-holidays. With this background we have scrutinised the existing list of holidays and feel that the number of holidays should be reduced from 35 to 21 and these should be as indicated helow:-

1. New Year's Day	Control of the contro		••	1 day
2. Republic Day	सत्यमव जयत		• •	1 day
3. Basanta Panchami		• •	••	1 day
4. Siva Ratri	• •	••		1 day
5. Holi	• •	••	• •	1 day
6. Makar Sankranti	•.•	• •	• •	1 day
7. Maha Bisuba San Year's Day).	kranti (Oriya	New	••	1 day
8. Ram Nabami	• •	• •	• •	1 day
9. Muharrum	• •	• •	• •	1 day
10. Janmastami	• •	• •	• •	1 day
11. Independence Day	• •	0.10	• •	1 day
12. Ganesh Puja	• •	• •	• •	1 day
13. Ratha Jatra	••	••	• •	1 day
14. Durga Puja	••	• •	••	4 days

15. Mahatma Gandhis	Birth Day	• •	••	1 day
16. Kali Puja	***	• •	••	1 day
17. Dewali	• •	••	• •	1 day
18. Christmas	• •	• •	••	1 day

We find that optional holidays for religious purposes are very limited in this State. In the year 1960 there has been prescribed only one such holiday for Jains, namely, the birthday of Lord Mahavir and another Fatiah Duazdahum for Muhammadans only. The Madras Pay Committee which examined this matter after last Central Pay Commission's report has recommended 3 optional religious holidays to be part of special casual leave which will be in addition to 12 days of other kinds of casual leave recommended by them. In view of the present practice of allowing a solitary day of optional holiday to the Jains who are very very negligible in this State and to the Muhammadans who are however comparatively larger in number, we feel that the number of optional holidays may remain limited to one only, but this should be adjusted against the special casual leave of 5 days, recommended by us.

## CASUAL LEAVE

(5) Along with the question of Public Holidays and weekly off, we have considered the question of Casual Leave. At present State Government employees are entitled to Casual Leave for 10 days and in addition Special Casual Leave for 5 days. We have considered whether in view of the recent reduction made by the Central Government on the recommendations of Central Pay Commission in number of Casual leaves allowed to Central Government employees there is a case for reduction in the number of days allowed as casual leave, by the State Government. As will be seen, we have not suggested any curtailment of working hours and expressed ourselves against any proposal for giving longer weekly off and have considerably reduced the number of Public Holidays. In this context we feel that even though the extent of casual leave has been reduced for Central Government employees, we should not reduce the number of days for which casual leave and special casual leave are at present admissible. Accordingly we recommend that existing extent of Casual Leave allowed to State Government need not be reduced and should be kept in tact.

We have also examined the existing rule for grant of casual leave and the grant of casual leave is subjected to a number find that can be taken only in specified circumstances. We conditions fulfilled. We feel there is a conditions are not always find these in regard case for strict enforcement of rules and orders issued Casual Leave and State Government should attend to it. In this connection it has been pointed out to us by certain Associations that at present Public Holidays falling within the casual leave period are treated as Casual leave. As observed by the Central Pay Commission who also considered the question we find no vaild ground for doing so. We therefore recommend that Public Holidays falling between casual leave period should not be treated as casual leave if they are being treated so, at present.

#### CHAPTER XV

## GRANT OF OVERTIME ALLOWANCE

- 1. Most of the Service Associations who have written to us have demanded that overtime allowance should be given to Government servants. It has been pointed out by them that the occasions on which ministerial and Class IV Government servants are required to work beyond office hours is on the increase and is telling upon their health and both on human consideration as well as in view of practice obtaining in this regard in Government of India and in the Industrial field they should be compensated adequately for the extra work put in We ascertained the position with regard to payment of overtime allowance by the State Government at present and find that no overtime allowance as such is paid to Government servants in general with the exception of industrial employees of the Government Press under Commerce Department and some other establishment of Government to whom factory act applies and who are allowed overtime allowance at the rates prescribed under the Act and to Drivers of departmental vehicles and to certain categories of staff working in the Raj Bhawan. This position is not the result of the fact that there is no need for Indeed the demand. grant of overtime allowance or it has not been demanded. has been made repeatedly by Government servants especially of the Class IV category and the question of grant of overtime allowance on the lines granted by Central Government has been specifically referred to by the Finance Department.
- 2. We find that on a number of occasions staff are being detained beyond office hours in almost all Departments during certain portion of the year on account of rush of work during such portion of the year and the situation is being met in some cases by grant of what is known as tiffin allowance or out of pocket expenses and in other cases by grant of honorarium We have carefully considered the question whether in view of the demand of various Associations and practice obtaining in the Centre, there should be provision for grant of overtime allowance or the existing arrangement under which situation is met by grant of tiffin allowance or honorarium in suitable cases should continue and have come to the conclusion that on balance of consideration it will be desirable not to make provision for overtime allowance and continue to meet the situation by grant of tiffin allowance and honorarium. We feel that normally there should be no need for detaining staff beyond prescribed office hours in most of offices and it is only once in a way or at best at some particular portion of the year that Government servants have to be detained beyond office hours on account of rush of work. Besides the fact that in such circumstances tiffin allowance and honorarium are being given, we also find that such pressure of work is often more than compensated by slack season during other part of the year. Further we believe the situation can be met by laying down clear instruction to the office and that staff is not detained in offices beyond late hours by reason of any individual vagaries. We believe that at a time when complaints are often made that Government offices are overstaffed and there are no specific outturn of work with reference to which day's work of the Government servants can be measured, provision for overtime allowance will lead to slackness during prescribed office hours for the day. We, therefore do not recommend grant of overtime allowance in general for staff in various offices. In case of categories of staff who are already getting it, our recommendation is that they should continue to be given as there are valid reasons to grant the same to them as distinguished from general body of Government servants. In this connection question of Government House Staff who have been allowed compensatory allowance in the nature of overtime allowance on a temporary basis since the year 1957 has been referred to us specifically for examination and recommendation whether it should be granted on a permanent basis. We find that there are valid reasons for grant of overtime allowance to these categories of Government House Staff and it should be given on a permanent basis.

#### CHAPTER XVI

## SPECIAL PAYS

1. The system of special pay is a time-honoured one and Government have been considering from time to time the principles and conditions which should govern the grant of special pay. The earliest consideration of the question as a whole was made by the Retrenchment Committee, 1938 who reviewed the special pay, allowed to Government servants at that time, and made certain recommendations. The Retrenchment Committee's recommendations were accepted by the State Government and necessary resolutions were issued vide resolution No. 12472-F., dated the 23rd December 1939 and No. 8221-F., dated the 22nd August 1939. The next consideration of question of special pay as a whole was made by the last Provincial Pay Committee to whom the question was specifically referred. recommendations of the Provincial Pay Committee are contained in paragraph 56 of their Report. The Provincial Pay Committee was not in favour of special pay except in special cases. To quote from the report of the Provincial Pay Committee, "the opinion of the majority of the members of the Pay Committee is that special pay should be abolished subject to the reservation that if a case is made out by Government for retention of special pay in a particular service or post the position could be reviewed. It was unanimously agreed that there should be no special pay in the majority of cases where special pay are at present allowed and generally no special pay should be retained without the clearest justification". This recommendation of the Provincial Pay Committee was referred by the State Government to a Cabinet Sub-Committee consisting of Finance Minister, Home Minister and Revenue Minister in the year 1954. The Cabinet Sub-Committee held a number of meetings and considered the general question of special pay as well as such questions as grant of double special pay and grant of deputation allowance and the quantum of special pay. After considering all these questions they made the following recommendations:—

Recommendation No. 1

Grant of special pay to Secretariat Officers

The amount of special pay allowed to various posts in the Secretariat should be as follows:—

Name of posts	Amount of special pay recommended		
			Rs.
Secretary	••	J	250
Additional Secretary	••	ſ	230
Joint Secretary			200
Deputy Secretary		)	160
Under-Secretary	• •	}	150

Recommendation No. 2—The Officers of the I. C. A. cadre when appointed as Heads of Departments should get a special pay of Rs. 150. As a principle no Heads of Departments should have a Secretariat status. If for any special reasons a Head of Department is given an ex officio Secretariat status, he should draw a special pay of Rs. 150 per month only.

Recommendation No. 3—For posts included in the I. P. S. cadre the special pay should be as follows:—

Name of posts	Amount of special pay recommended	
		Rs.
Principal, Police Training College		100
Commandant, O. M. P.	••	100
Superintendent, Railway Police (Deputy Super tendent).	in-	150
A. I. G. I	••	150
A. I. G. II	• • •	150
Superintendent of Police, Crimes	••	150
Superintendent of Police, Special Branch	• •	150
Superintendent of Police, Transport and Sign	nals	Nil

Recommendation Nos. 4 and 8—In cases not covered by (1) to (3) above the special pay shall not exceed henceforward 20 per cent of the pay of the Officers concerned. However, the existing cases of Class III and Class IV Government servants who are drawing special pay of more than 20 per cent of their pay will not be disturbed. The special pay of officers of Class I and Class II where it exceeds 20 per cent shall be reduced to 20 per cent as their maximum allowed. Special pay where admissible to new posts shall not exceed 20 per cent.

The Sub-Committee felt that in several cases special pay has already been allowed which do not strictly fall under the definition of Rule 40 of the Orissa Service Code Volume I and recommended that the cases where special pay has been sanctioned should be reviewed by a Committee consisting of Home Secretary and Finance Secretary.

Recommendation No. 6—It was recommended that in no case an officer should get more than one special pay.

Recommendation No. 7—It was also recommended that an I. A. S. cadre officer should not be permitted to hold 2 posts except as provided in Rule 11 of the I. C. A. cadre Rules.

Recommendation No. 8—Additional pay (charge allowance) for all additional charge of duties should be granted for a maximum period of three months. No charge allowance should be granted for holding charge of current duties of another post.

Recommendation No. 9—Officers of the State Government should not be given any deputation allowance for deputation from one department to another of the State Government or Local Bodies within the State of Orissa. Deputation allowance, may, however, be continued in case of deputation to foreign service other than Local Bodies in the State of Orissa under the existing rules of the Orissa Service Code relating to foreign service. No officer should ordinarily remain on deputation to foreign service for a period of more than 3 years.

Recommendation No. 10—Unhealthy locality special pay should be given at the following rate:—

- (a) For Government servants drawing pay up to Rs. 50 a month.
- (b) For Government servants drawing pay above Rs. 50 a month and upto Rs. 100.
- (c) For Government servants drawing pay above Rs. 100 a month.

Rs. 5 per mensem

Rs. 10 per mensem

10 per cent of the actual pay drawn subject to a maximum of Rs. 30 per month.

We find action has been taken on these recommendations of the Cabinet Sub-Committee and the present policy of the Government regarding special pay has been set forth in Finance Department Resolution No. 2660—F.-II-58-F., dated the 28th January 1958. According to this Government is of the view that special pay cannot be abolished altogether and that in all cases special pay allowed should not exceed 20 per cent of the pay of the officer holding post to which special pay is attached. Besides the recommendations of the Committee with regard to unhealthy locality special pay and deputation allowance, grant of double special pay and charge allowance or additional pay have also been accepted and form integral part of Government policy on special pay.

Further we find in pursuance of recommendation No. 5 of the Cabinet Sub-Committee on special pay and decision of the Government on their recommendation, a Committee consisting of Home Secretary and the Finance Secretary was appointed to review the question of special pay attached to various posts other than those mentioned in Finance Department Resolution referred to above. The Committee considered the question of special pay at present attached to various posts other than those mentioned in Finance Department Resolution referred to above and submitted a report to the Government which has been referred to us by Finance Department for recording our recommendations in the matter.

2. The above is the present position with regard to special pay. It will be seen that Government have accepted that practice of special pay cannot be done away with in all cases and there has been a Committee to go into the question whether special in all existing cases is justified or not, which has completed its deliberations and whose report has been referred to us. memoranda received by us the question of special pay has not been touched very much except that in some cases special pay at higher rate has been claimed than that admissible at present and in other cases special pay for posts for which it does not exist at present has been claimed. Nevertheless the practice of special pay has been subject of much criticism as is clear from the portion extracted above from the last Pay Committee Report. The last Provincial Pay Committee was not in favour in general of the practice of special pay. Indeed one of the members of this Committee, namely Shri P. K. Parija in his minute of dissent wrote strongly against the practice of special pay. The Cabinet Sub-committee appointed to suggest action in the light of recommendations of Pay Committee although did not recommend complete abolition of special pay yet felt it necessary to recommend that it should be examined whether special pay given in all cases was strictly in accordance with conditions laid down for grant of special pay and that the rate of special pay should be limited to 20 per cent of the pay drawn by Government servant in all cases and more than one special pay should not be granted. We find that there is general consensus of opinion that it is difficult in actual practice to abolish special pay as such at the same time it is equally recognised by all concerned that the practice should not be widespread and need be kept in check. The latest thinking in the matter is indicated in the report of the Second Central Pay Commission.

- 3. We have carefully considered the general question of grant of special pay and are of the view that system of special pay cannot be completely done away with but in view of the fact that the system is susceptible of being used in certain cases as an instrument for use of official favouritism we feel special pay should not be granted except when necessary conditions laid down for its granting are satisfied and it should not be so large and granted so freely as to distort the pay structure instead of merely toning down its rigidity.
- 4. From the discussions of the existing policy of the State Government with regard to special pay made above, we find that the present policy of the State Government in respect of special pay, more or less is in accordance with the approach indicated by us above, We therefore recommend that the policy should be continued and enforced vigorously. For facilitating the proper enforcement of this policy we also recommend that in the present definition of special pay contained in rule 40 of the Orissa Service Code the word specific occurring in first clause to the rule should be substituted by the word "significant" We also recommend that in order that there is no discrimination in the grant of special pays for various posts, a committee consisting of Chief Secretary and Finance Secretary should review the cases of Special pay every five years to find out that all of them are in conformity with the conditions laid down for grant of special pay from time to time.
- 5. The Finance Department have referred to us the following matters relating to special pay for specific consideration by us:—
  - (1) Report of the Committee consisting of Finance Secretary and Home Secretary.
  - (2) Agency Special pay
  - (3) Double Special pay
  - (4) Charge allowance
  - (5) Deputation allowance
- 6. We have carefully examined the recommendations made by the Committee consisting of Finance Secretary, Home Secretary. They have recommended continuance of Special pay in certain cases and discontinuance in others. The cases in which Continuance is recommended by them is contained in Annexure Q to our Report and cases in which discontinuance has been recommended are contained in Annexure R. We are in agreement with the recommendations of this Committee for discontinuance of special pay except that in case of Chief Reporter we feel there is no case for discontinuance of special pay. We accordingly recommend that in all cases in which discontinuance of special pay has been recommended by this Committee it should be discontinued except in case of Chief Reporter. As regards cases in which Committee has recommended continuance we are also in general agreement with the views of the Committee and recommend that in these cases special pay may be allowed subject to following modifications—
  - (i) Special pay recommended by the Committee in respect of the posts in Fire Service under the Police Department should be discontinued from the date from which revised scales of pay recommended by the Pay Committee are given effect to. It would appear from discussions against these posts in the appropriate Chapter of the Report that we while fixing the revised scales of pay for the posts in the Fire Service Branch of the Police Department have taken into account the special pay drawn by officers and men of this Branch, and have fixed the revised scale with a view to abolish special pay.

- (ii) In Education Department the Deputy Inspectors of Schools get a special pay in addition to getting their basic pay as Trained Graduate Sub-Inspectors of Schools. Similarly Headmasters of A. & B. type schools get also a special pay in addition to their basic pay as teachers. In both these cases the special pay allowed at present is 25 per cent of the pay of the incumbent subject to a maximum of Rs. 50 per month. The Pay Committee while fixing the revised scales of pay for these categories of officers has recommended separate higher scale of pay taking into account the special pay now drawn by them. It is, therefore, necessary that when the revised scale of pay recommended by the Committee is given effect to, the present special pay should cease.
- (iii) In the Health Department the post of Special Health Inspector carrie a special pay of Rs. 25 per month. This has been recommended by the special Pay Committee to continue. The Pay Committee in its recommendations regarding Health Inspectors has decided to recommend creation of Selection Grade posts for Health Inspectors. We feel that the post of the Special Health Inspector should be in the Selection Grade and there should be no special pay attached to the post.

In this connection we wish to point out that there are cases in which special pay is allowed at present which have not been examined by the Committee consisting of Finance Secretary and Home Secretary. We recommend that besides the case in which recommendations have been made by the Committee consisting of Home Secretary and Finance Secretary other cases in which special pay is being allowed should also be examined by Government in the light of principles enunciated by us and special pay disallowed where it does not satisfy these principles.

- 7. As regards grant of double special pay, we find, that the existing rule on double special pay is actuated by one of the objectives set forth by us as an important feature of the policy on special pay, namely, that the amount of special pay allowed should not be so large as to distort the pay structure. It has however been brought to our notice that the ban in its present form and the other restrictions regarding limiting special pay 20 per cent of the pay of a Government servant have given rise to certain practical difficulties. We have considered these difficulties and are of the view that in view of the practical difficulties which have arisen the existing ban on double special pay as well as restrictions that special pay allowed should not increase 20 per cent of the pay drawn by the person holding the post should be removed and in order to achieve the objective which lies behind these to restrictions on the amount drawn as special pay, there should be only one restriction to which the total amount to be allowed as special pay should be subjected i.e., that in no case total amount drawn as special pay by a particular Government servant will exceed Rs. 250 in all.
- 8. As regards the question of Agency or unhealthy locality special pay, we find the question of rate of this special pay has been recently reviewed and revised rates have been prescribed. We find these rates to be reasonable and do not suggest any further revision. Regarding the places for which unhealthy locality special pay should be allowed, we are of the view that this question should be decided in the light views expressed by the Director of Health Services on the basis of such objective criteria as vital statistics, incidence of particular diseases and mortality rates etc. We have reason to believe that as a result of development activities carried out by Government and health measures initiated in recent years number of places at present treated as unhealthy localities for purposes of grant of special pay will no longer be eligible for this concession if above objective

criterion is applied. We have not suggested any addition or deletion of any of the existing places as we could not get the views of the Director of Health Services although we did request him to do so. We recommend that Government take up the matter and call for the views of the Director of Health & Medical Services on the existing places for which unhealthy locality special pay is given and any new place which are proposed to be treated as the health localities. We repeat that the Director of Health and Medical Services should be required to justify his views in the light of objective criteria set forth by us above. We also recommend that as on account of the numerous measures which are being undertaken at present to counteract the effect of various diseases and accent on spread of medical facilities all over the State places regarded as unhealthy at a particular time may cease to be so after sometime a review of the places should be made every five years in consultation with Director of Health Services. This review may preferably be made by the Committee suggested by us for reviewing special pay cases every five years.

- 9. As regards deputation allowance we are in substantial agreement with the policy of the Government in the matter set forth in Order No. 5523-F., dated the 25th February 1958. We only recommend that this should be modified on the following two lines:—
- (1) The amount drawn as deputation allowance should be subjected to the overall limit of Rs. 250.
- (2) The definition of foreign service should be amended to exclude Local Bodies, Co-operative Societies and Industrial and Financial concerns in which State Government has definite share and financial interest and grant of deputation allowance in such cases should be stopped. We, however, recommend that persons deputed to the Local Bodies, Co-operative Societies and Industrial and Financial concerns in which State Government has share or financial interest should be entitled to special pay like other Government servants in case the conditions laid down for grant of special pay are satisfied in the post to which they are posted under these bodies.
- 10. We have considered the question of charge allowance referred specifically to us by the Finance Department. We find that the existing provision in this regard is that, so long as posts are in the same establishment and one above the other, no charge allowance is to be allowed for holding charge of the post either of lower rank or of an equivalent rank and for holding charge of a higher post only officiating pay is to be allowed; but when the post is on a different establishment and not directly one above the other charge-allowance is allowed at different rates and no charge allowance is allowed for holding current charge of the posts. We also find that the State Government has adopted the decision of the Government of India that in cases where the charge of the additional post is held for more than three months, a justifiable inference can be drawn that the need for the additional post does not exist and the charge allowance is not being allowed beyond three months. We have carefully considered the question and find that all the existing provisions for regulating charge allowance are satisfactory except the last one, namely, stopping the charge allowance beyond the period of three months. We are unable to agree that simply because a person has managed the work of two posts for three months a justifiable conclusion can be drawn always that the need for the additional post does not exist. We feel that with the expansion in the functions of the Government and creation of new offices and difficulties of filling up posts at the higher level at present, sometimes it may be necessary to keep one officer in charge of more than one post and in such cases it would be unfair to such an officer if after allowing him a charge allowance for three months the same is withdrawn on the

above ground. Accordingly we recommend that existing provision in this regard should be dropped and no such restriction on drawal of charge allowance should be put. We are of the view that such occasions on which charge allowance for longer period than 3 months has to be given can be kept in check if Government tries to make arrangements to fill up the posts by appointing another officer in the post when it has wholetime to be for an officer beyond the three months' period.

11. Lastly we deal here with another type of allowance which is given to certain posts in the Medical Department. We are referring to risk allowance. At present it is given in recognition of dangerous duty attached to certain posts and is termed as 'Special Pay'. We, however, find that definition of 'Special Pay' at present does not include dangerous duty as a circumstance justifying grant of special pay. We accordingly recommend that definition of special pay should be amended to include dangerous duty to regularise grant of Risk Allowance as we are of the view that dangerous duty is a justifiable ground for grant of Special pay.



#### CHAPTER XVII

#### **LEAVE**

- 1. One of the important items in the conditions of service of Government servants is the leave to which they are entitled during their service career. The grant of leave to Government servants is necessary both on humanitarian and social considerations as well as administrative grounds. He would be a bad employer who engages his employees continuously without realising the importance of affording them reasonable facilities for rest. Besides all individuals are exposed to the risk of sickness, diseases, etc. and as such it is quite natural that they would ask for leave on such grounds and it is only fair that they should be freely given the same. Further it is now accepted universally that an employee who has had the benefit of rest and can recuperate his energy will work with renewed vigour and his general efficiency will improve. Therefore administratively it is a sound proposition to make provision for grant of leave to its employees by any employer including the State Government. It will not be out of place to point out here that in all welfare legislations undertaken by Government in recent times for improving the working conditions, etc., of industrial employees provision for rest and recuperation has been duly made and so far as Government sarvants are concerned the practice of granting leave can now be called a time-honoured one.
- 2. The need for grant of leave to Government employees being thus established the next question which arises is what should be the basic consideration in accordance with which any leave term should be regularised. As is the case with regard to need for leave there is no scope for much difference of opinion in this regard. By now it has been accepted on all hands that leave to any category of Government servants should be given with due regard to—
  - (1) the need for rest for the employees, and
  - (2) public interest.

In other words, we can say that there should be two criteria for regulating leave to Government servants, viz., (1) need for rest and (2) public interest. So far as the first criterion is concerned it has to be judged in the light of two practical tests, namely—

- (a) the employee's age and length of service
- (b) nature of his work and the conditions under which such work is performed.

To illustrate further as a Government servant advances in age his need for rest increases and again a person who has served the Government for a longer period has better claim for leave for rest and recuperation than the person who has put in shorter period of service. From this it will follow that ordinarily leave should be earned as is the case with pension and vary with the length of service put in by a Government servant. Again the conditions in which work has to be done and the nature of work done have great bearing on needs of rest, e. g. mental strain necessitates rest much more than physical strain.

Besides these two practical tests another test which can be made applicable to determine the leave for Government servants can be the place of posting of a Government servant, as in case of Government servants who are posted away from their home districts, the need will be normally more than in case of Government servants who are posted in their home districts.

As regards the second criterion of public interest it has to be seen that only so much of leave is given as is necessary for rest and recuperation or to meet such contingencies as sickness or attack by a disease. It becomes more important in cases when there is need for giving full pay leave to employees. In such cases in the public interest there should not be any undue liberality and there should be highly judicious balance between needs of a Government servant for such leave and the burden which would be thrown upon the public exchequer.

- 3. With the above preliminary remarks about the grant of leave to Government servants in general, we proceed to discuss below the extent of leave of various types admissible to various categories of Government servants under the State Government and need for modification, etc., if any.
- 4. The leave rules applicable to Government servants under the State Government have been changed from time to time. Mainly there have been three sets of rules framed from time to time by Government to regulate leave terms of Government servants. They are—
  - (1) Orissa Leave Rules applicable to old entrants and contained in the Chapter IV of the Orissa Service Code, Volume II.
  - (2) Orissa Leave Rules (Revised), 1939 applicable to Government servants who entered service after 1939; and
  - (3) Liberalised Orissa Leave Rule, 1953.

Besides there are special leave Rules applicable to Government servants of non-Asiatic origin (domicile); and

- (1) Hospital Leave Rules;
- (2) Special Disability Leave Rules;
- (3) Maternity Leave Rules;

which are applicable to particular categories of Government servants specified under these rules. The vast majority of the Government servants are, however, governed by Orissa Revised Leave Rules, 1939 as liberalised in 1953 with the exception of the old entrants whose number is very limited. It would, therefore, be sufficient for our purpose, if the details of the extent of various types of leaves and calculation of leave salary, etc., are discussed with reference to these rules and the subsequent changes brought about in 1953 and later on in these rules.

For facility of treatment we are giving below the main features of various types of leave which are granted to Government servants at present under these rules.

- 5. The following are the main kinds of leave and their main features:—
- (a) Earned Leave—It is meant for normal rest and recuperation. A Government employee earns full pay during the period of earned leave.
- (b) Half-Pay Leave—This has been introduced under the Orissa Leave Rules, 1953 and like the earned leave is earned on the basis of duty performed at a different rate than earned leave and also at different leave salary. It may be mentioned here that under Orissa Leave Rules, 1939 there used to be a system of giving leave on medical grounds and on private affairs by way of a lump grant without reference to the duty performed.
- (c) "Leave not due"—This is granted in advance on half pay when no other leave on pay or allowance is due to an employee. It is, however, granted only when there is a reasonable prospect of an employee's returning to work and earning an equal amount of leave on half pay. It is admissible on production of a medical certificate.

(d) Commuted Leave—This is a facility afforded to Government servants to convert leave on half pay to leave on average pay and was provided more or less in recognition of the principle that in days of prolonged sickness when a Government servant has exhausted his earned leave and there being no provision for grant of leave on full pay, hardships were being encountered as the expenditure of the Government servant remains the same during such period. Such commutation is, however, permissible up to certain prescribed limits only.

Extraordinary Leave—The main purpose for grant of this leave is to maintain continuity of service of an employee. No leave salary is admissible to a Government servant on extraordinary leave, nor such period counts for pension, etc.

- 6. To come to the details, etc., of extent of leave allowed to employees of the State Government, we find that extent of leave admissible is not uniform in respect of all categories of public servants and that there are two factors on the basis of which the leave terms of various categories of Government servants are differentiated, namely—
  - (1) the class to which a Government servant belongs, and
  - (2) the nature of his service whether permanent or temporary.

We shall take up the question of differentiation in leave entitlements for Government servants in the latter portion of this Chapter. Here we discuss the details of leave terms admissible to Government servants under the following heads.:—

- (1) The scale at which earned leave is granted to different categories of Government servants.
- (2) Accumulation of leave permissible.
- (3) Calculation of leave salary.
- 7. Under the Orissa Leave Rules, 1939 the rate of earning "earned leave" was 1/11th of the period of duty in case of Class I, Class II and Class III Government servants and 1/22nd of the period of duty in case of Class IV Government servants and so far as Vacation Departments were concerned "earned leave" was admissible as above, but when vacation was enjoyed a deduction was made as follows:—
  - (1) When fully enjoyed—
    - (a) Sub-Judges and Munsiffs ... 15 days
    - (b) other officers ... 30 days
  - (2) When partly enjoyed a proportionate deduction was made on the above basis.

In the case of urgent necessity the earned leave as reduced above was revised except in cases of Sub-Judges and Munsiffs, to 1/22nd of the period spent on duty. The Liberalised Orissa Leave Rules, 1953 did not bring about any change in the rate of earning of earned leave so far as Class I, Class II and Class III Government servants were concerned but in case of Class IV Government servants it was changed from 1/22nd of the period of duty to 1/16th of the period of duty throughout the entire service. So far as Vacation Departments were concerned, there was no change except that the revival of earned leave in cases of urgent necessity was allowed at the rate of 30 days for every two years of duty and leave salary was to be paid at half pay during this revived period of leave. This was the position regarding earning of the earned leave with regard to permanent Government servants.

As regards temporary Government servants under the Oriska Leave Rufes, 1939, Class I, Class II and Class III temporary Government servants could earn leave at 1/22nd of the period spent on duty subject to a maximum accumulation of 30 days and no earned leave whatsoever was admissible to Class IV Government servants. Such Officers belonging to Class I, Class II and Class III in the Vacation Departments were not allowed any earned leave but leave on medical certificate as admissible to employees in non-vacation Departments was admissible to them. As for permanent Class IV employees they were entitled to earned leave at the same rate as admissible to Class IV employees in non-vacation Departments. Under the Liberalised Leave Rufes, 1953 temporary Class I, Class II, Class III and Class IV Government servants have been allowed to earn leave at the same rate as admissible to permanent Government servants but during the first three years of service they earn leave at the following rates:—

Class I, Class II and Class III—1/22nd of the period of duty up to a limit of 30 days and Class IV Government servant 1/30th of the period of duty subject to limit of 20 days. So far as such employees of the Vacation Departments are concerned no change was brought about in their case and they continued to be not entitled to any carned leave.

- 8. Accumulation of leave—Under the Orissa Leave Rules 1939 Class I Class II and Class III Government servants could accumulate leave to the extent of 90 days and Class IV Government servants up to 30 days. Under the Liberalised Rules the limit of accumulation has been changed to 120 days in case of Class I, Class II, Class III Government servants and 60 days in case of Class IV Government servants and Class I Officers spending leave outside India can accumulate leave for 180 days whereas other Gazetted Officers spending leave outside India can accumulate leave only to the extent of normal 120 days.
- 9. Leave Salary—As regards leave salary under the Orissa Leave Rules, 1939, Class I, Class II and Class III Government servants were allowed leave salary in the case of earned leave on the basis of average substantive pay for the past 12 months or average monthly pay for the past 36 months whichever is greater and temporary Government servant belonging to the categories on the basis of pay last drawn on duty. As regards the permanent Class IV Government servants they were allowed leave salary on the basis of pay last drawn on duty if no substitute was taken and not more than 2/3rd and not leass than \( \frac{1}{2} \) of pay last drawn on duty if substitute was appointed.

Under the Liberalised Orissa Leave Rules, 1953 for Class I, Class II and Class III Government servants whether permanent or temorary leave salary was allowed at a uniform rate equal to average monthly pay earned during the past 12 months and so far as Class IV Government servants were concerned there was no change in the existing rules for drawal of leave salary in case of earned leave.

10. This furnishes a comprehensive picture of the details of leave admissible to Government servants at present.

The main task before us has been to determine the adequacy or otherwise of the above terms of leave admissible to Government servants. This we have determined in the light of principles enunciated by us above and the demands made before us by various Service Associations and individual Government servants and recommendations in regard to leave entitlement made by the 2nd Central Pay Commission and the decision of the Government of India on these recommendations. Before taking up this matter, we wish to remark here that as in the case of pensionary benefits, the State Government have not been taking independent decision in matters of leave entitlements for State Government

has been generally following the lead of the Central employees, but Government. To illustrate the Leave Rule, 1936 are based upon the of 1939 and the Liberalised Revised Rules, Government India Leave Rules Liberalised Rules the are based upon the Government of India, 1949. In the various memoranda preferred before us one way of pointing out the inadequacy of leave entitlement for State Government employees has been how far the leave rules in the State fail to conform to the leave rules of the Central Government. Before proceeding further, we, therefore, think it is necessary first to have a comparative survey of the liberalisation made by the Government of India following the recommendations of the First Pay Commission on the basis of which we have adopted our Liberalised Leave Rules, 1953. This is best illustrated in the statement enclosed at Appendix 'A'. From this statement it would appear that State Government has not adopted in the Liberalised Leave Rules, 1953 the Central Government scheme in toto, but made certain changes with regard to temporary Government servants and class IV Government servants mainly with a view to keep the cost under check. It will be seen, however, that the differences are not material. But subsequent to the adoption of Liberalised Leave Rules, 1953 there have been certain further liberalisation by the Government of India for adoption of which we received large number of requests from various Associations and individuals, which also, however, we find have been adopted by the State Government on the 28th May 1960 in Finance Department No. 18780-F. subsequent to the appointment of the Committee. As most of the demands made before us in regard to leave entitlement relates to adoption of this scheme of Liberalisation (Revised) introduced by Government of India in the year 1957 we examine here under the main feature of the Liberalisation allowed by the Government of India and how far the State Government have adopted them and whether there is any need for modification of the existing leave terms available to Government servant.

- 9. The main features of the Liberalisation scheme adopted by Government of India and action taken by State Government in the light of this liberalisation is as follows:—
- (1) Earned Leave—The maximum period of earned leave has been raised to 180 days from 120 subject to the condition that the leave availed at a time will continue to be limited to maximum of 120 days.
- (2) The limit of commuted leave has been raised from 180 days to 240 days and the total duration of earned leave and commuted leave taken in conjuction has also been raised from 180 days to 340 days.

In case of officers of Vacation Departments the total limit of earned leave and commuted leave taken in conjuction has also been raised from 180 days to 240 days.

(3) The maximum limit in case of 'Leave not due' which is admissible during the entire service of a Government servant has been raised from 180 days to 360 days. Further it is proposed to allow the leave not due even on private affairs subject to the condition that leave for such purpose will be given for a period not exceeding 90 days at a time and 100 days in all during the entire service period.

As against these the State Government in the Finance Department Resolution No. 18780-F., dated the 28th May 1960 have made the following liberalisations in leave rules of the State Government.

(1) Earned Leave—The maximum period for which Class I, Class II and Class III Government servants can accumulate leave has been raised to 180 days

subject to the condition that leave taken at one time will not exceed 120 days, while in case of Class IV Government servants it will be 90 days subject to the condition that leave taken at one time will not exceed 60 days.

- (2) Commuted Leave—The limit of commuted leave for Class I, Class II and Class III Government servants has been raised from 180 to 240 days and in case of Class IV Government servants from 120 days to 180 days.
- (3) Combination of different types of Leaves—The limit for combination of leave under the Liberalised Leave Rules, 1953 is as follows:—
  - 1-Vacation and earned leave-
    - (a) Class I Officers spending leave outside India—180 days.
    - (b) Class I Officers and other gazetted Class II and Class III Officers—120 days.
    - (c) Class IV Government servants—60 days
  - 2—Earned leave and commuted leave—
    - (a) Class I Officers whether inside India or outside India—180 days
    - (b) Other Officers—120 days
  - 3-Commuted leave, Vacation and Earned leave-

As in 2 above.

It has been decided by the State Government to add 60 days to the maxima indicated in the above period.

- (4) Leave not due—It has been decided to raise the maximum limit for Class I, Class II and Class III Government servants to 360 days and for Class IV Government servants to 240 days subject to the condition that in case of Class I, Class II and Class III Government servants the leave taken at a time for the purpose other than medical certificate will not exceed 90 days and 180 days throughout the service. Such limits for the Class IV Government servants are for 60 days at a time and 120 days throughout the service.
- 10. In view of adoption of liberalisation by the State Government, a large number of demands made before us by the Service Association and individuals have already been met and we have nothing further to recommend. As regards other points raised before us, there are mainly the following two points:—
- (1) That in general better leave facilities for medical purposes should be given than is the case under the existing Rules.
- (2) That distinction in the matter of leave between Class IV and other classes of Government servants in matter of leave entitlements on one hand and the distinction between leave terms admissible to temporary Government servants and permanent Government servants on the other should be removed.
- 11. As regards demand at (1) above from the details of leave entitlements discussed above, we find, there is provision for commuted leave and in the latest liberalisation adopted by Government further concessions regarding commuted leave have been given. In view of this we regard the present provision to be enough and reasonable and do not recommend any further liberalisation in this regard. We however recommend that as recommended by the Central Pay

Commission Hospital leave should be admissible to low-paid employees as also to those class III employees whose drugs involve handling of dangerous machinery, explosive materials, poisonous drugs, etc., or the performances of hazardous tasks.

- 12. As regards demand at 2 above we have discussed the grounds in the beginning of this Chapter which justify differentiation in leave entitlement of different classes of Government servants. In view of this we think some differentiation is justified and even necessary and the only question which arises is whether the existing differentiation is reasonable or not. We have carefully examined the present differentiation in leave terms of Class IV Government servants on the one hand and other classes on the other and find that no change is called for except with regard to calculation of leave salary. We find that in most of the States as well as Government of India this distinction between the class IV Government servants and other classes of Government servants in the matter of leave salary does not exist. We regard this differentiation to be highly retrograde steps and recommend that it should be removed at once and all classes of Government servants allowed leave salary on the same rate.
- 13. As regards the removal of distinction in the leave terms of temporary and permanent Government servants in their case also the position has been discussed above. The distinction is not very material except that for the first 3 years temporary Government servants earn leave salary at a lower rate than the permanent Government servants and the benefits of 'leave not due' are not extended to temporary Government servants. 'Leave not due' by its very nature cannot be given to staff which is recruited as temporary. We find that in the Government of India temporary Government servants get leave at the same rate as a permanent Government servant except for the first year as against the 3 years in the case of employees of State Government. We have discussed the general question of condition of service to be allowed to temporary Government servants elsewhere in the report. In line with our approach to the general question, we recommend that the existing leave terms for temporary employees of the State Government should be brought in line with those allowed by the Central Government to its temporary'employees.
- 14. In the end we would like to observe that a number or associations and individuals have brought it to our notice that in quite a large number of cases the Government servants do not avail themselves of the leave due to them and it is allowed to lapse. While some of them have put the blame for such state of affairs on the Government's servants themselves, others have stressed that the existing rules and procedure for taking leave are such that Government servants are discouraged for taking leave. We have looked into this matter in great detail and have the following recommendations to make:

We feel it to be in the public interest that State Government should see that Government servants not only take leave but that they are encouraged to do so. We find that there are certain features in the existing rules and procedure for taking leave which do not encourage Government servants to take leave. To remove these features we recommend that the following steps should be taken:—

(1) Government should make it clear to all concerned that leave should not be refused except in the exigencies of public work and ensure the proper implementation of this policy by making provision for leave Reserve. We find at present there are not adequate leave reserve posts for various posts while as a principle leave reserve posts are not allowed for Class IV Government servants, we recommend that Government should immediately examine the question of providing leave reserves and adequate leave reserves should be provided for all categories of post both permanent and temporary including Class IV Government servants.

- (2) Government servants should be allowed up to a month's leave salary in advance.
- (3) Rules for the sanctioning Earned Leave should be simplified. We think it should be possible to allow Government servants to proceed on earned leave pending receipt of verification report from the A.-G. whether the leave is due or not on the strength of the concerned Government servants statement that leave is due to him, especially in cases of short period of leave. We also recommend that issue of notification should not be delayed and ordinarily the notification sanctioning leave should be issued in all cases within the period of leave.
- 15. Before we close this Chapter we deal with a specific reference regarding leave made to us by Finance Department that is prefixing and suffixing of holidays to leave and whether holidays should be permitted to be intervened or sandwiched between two spells of leave. We have carefully considered this question and noted the position obtaining in Government of India in this regard. We find the existing position has recently been clarified by Government in office Memorandum No. 22014-F., dated oth July 1960, according to which it has been held that both prefixing and affixing of holidays to leave is permissible if the conditions prescribed in Rule 138 (a) and (b) of the Orissa Service Code, Volume I are satisfied but holidays cannot intervene between two spells of leave.

We are of this very view and recommend that the holidays should be allowed to be both pre-fixed and affixed and not intervene two spells of leave.



#### CHAPTER XVIII

# RETIREMENT BENEFITS

- 1. Government servants attach great importance to retirement benefits to which they are entitled. In order of priority the importance attached by them is next to pay they get. In this context the quantum etc., of the retirement benefits given by the State Government at any particular time to its employees is very important for the Government Servants.
- 2. There are two main systems of retirement benefits at present admissible to Government servants in the State viz., (1) Pension, (2) Contributory Provident Fund. These benefits are available in alternative to Government servants and certain conditions are required to be fulfilled before either of these benefits can be given. Before a Government servant qualifies for pension, he has to fulfil the following conditions:—
- (1) His service must be under Government in a post the duties and pay of which are regulated by Government.
  - (2) The employment must be substantive and permanent.
- (3) The service must be paid for by Government. Similarly for contribution to the Contributory Provident Fund the position is that non-pensionable employee of Government belonging to any of the services under the control of the State Government can contribute to the Fund. Out of the two systems of retirement benefits, viz., pension and Contributory Provident Fund, vast majority of the Government servants who are entitled to retirement benefits are under the pensionary scheme and there is increasing demand and preference for joining the pension scheme as compared with the Contributory Provident Fund Scheme.

As the vast majority of the Government servants are under the pension scheme we will give here some details of circumstances under which pension is allowed and the various types of pension and its quantum etc., before we consider the specific demands made before us in this regard and make our recommendations. We find that the State Government does not have any separate rules of their own for regulating pensionary benefits of its employees and instead it follows substantially provisions of the C. S. R. and superior Civil Service Rules in respect of Class I, Class II and Class III Government servants and pension of Class IV Government servants is governed by a special set of rules issued in 1940, which are based upon Central Inferior Government Service Rules of Pension, Gratuity etc., 1936.

3. Before the scale etc., at which pensions are sanctioned are discussed, we will briefly touch here upon the details of various kinds of pensions.

To start with, pensions granted to Government servants by the State Government fall into two broad categories, viz.—

- (1) Ordinary Pension
- (2) Extraordinary Pension
- (i) To take the Second category first, extraordinary pensions as the name implies, are granted to Government servants who are injured or to the families of such Government servants who succumb to injuries or are killed in the discharge of their duties, unless the injury or fatal accident is caused by the employees' own negligence. The benefit is granted to all Government servants, whether permanent or temporary. A person who is entitled to the benefit of

workmen compensation Act is however, excluded from these benefits in certain circumstances or only receives differential benefits. The scale of benefits varies accordingly to the pay, status and rank of the employees and in case of injury according to the extent of loss of earning capacity.

- (ii) As regards ordinary pension it is these pensions which are regarded by Government servants as deferred pay and by the Government a payment made by it to Government servents in recognition of long and efficient service. Following are the main types of ordinary pension:—
- (a) Superannuation—It is granted to a Government servant who is required by the rules to retire at the prescribed age i.e., 55 in case of all Government servants except Class IV Government servants who are required to retire on attaining the age of 60 years and Ministerial Government servants who were permanent Government servants on the 31st March 1936 and who after they attain the age of 55 may be required to retire but shall ordinarily be retained in service so long as they remain efficient up to the age of 60 years.
- (h) Retiring Pension—Retirement benefit is granted to Government servants who are permitted under the rules to retire after completing the fixed period of qualifying service. The limit is 30 years in case of State Government servants, except in the case of those who are governed under Article 349-A, of C. S. Rs. and who can retire after completing twenty-five years of qualifying service. The Government also reserve the right to retire a Government servant who has completed 25 years of service.
- (c) Invalid Pension—Invalid Pension is granted to an officer who is bodily or mentally infirm and is permanently incapacitated from duty.
- (d) Compensation Pension—Compensation Pension is granted to an officer whose permanent post has been abolished and who cannot be provided with a suitable alternative employment.
- (e) Compassionate Allowance—There is provision for grant of compassionate allowance to a Government servant who is removed from service for misconduct, insolvency or when a case deserves special consideration. The amount of such allowance shall not exceed 2/3rd of the pension which could have been admissible if the Government servant would have retired on invalid pension. Further there is also provision under the State Compassionate Fund for grant of financial relief to the families of Government servants left in indigent circumstances through the premature death of the person upon whom they depends for support. The maximum amount payable in any individual case however is Rs. 1,000.
- 4. Coming next to the question of scale of pension the amount of pension admissible to a Government servant is based on the length of his qualifying service at the time of demitting office. Under the old pension rules subject to variations in special cases pension was reckoned for Class I, Class III. Government servants as follows:—
- (i) For a service of less than ten years a gratuity not exceeding one month's emoluments for each completed year of qualifying service was allowed.
- (ii) After a service of not less than ten years a pension at the rate of 1/60th of the average emoluments per year of service not exceeding specified amount, with the increase in the number of years the rate rose from 11/60 ths up to 30/60ths and was subject to maximum amount of Rs. 5,000 per annum. For Class IV Government servants gratuity of an amount not exceeding one-half months' pay for every completed year of qualifying service if the qualifying service was less than 20 years and pension at 20/60ths upto 30/60ths of average pay for twenty years of qualifying service and above was allowed.

- 5. It may be pointed out here that in reckoning qualifying services the following broad principles are adopted:—
- (i) Active service or duty rendered in a permanent post paid for by Government counts as service.
- (ii) In certain conditions service in temporary posts which eventually become permanent and officiating service in permanent posts qualifying for pension.
- (iii) The first four months' leave on average pay under the Fundamenta Rules and earned leave not exceeding 120 days under the revised Leave Rules count as duty. Any other kind of leave with allowances may also be counted up to maximum limits raising from 1 to 5 years, depending on total service (which should not fall below 15 years whether the leave is spent in India or outside).

The pension is reckoned on the basis of the average emoluments actually drawn or which would have been drawn had a person been on duty during, the last three years of service. The term emoluments for this purpose has been held to include, besides substantive pay a number of allowances such as deputation allowance, duty allowance, acting allowance, etc., subject to the observance of certain conditions.

Another matter which is relevant for quantum of pension permissible is qualifying age from which service is, counted towards pension. It was 20 years for Class I, Class II and Class III Government servants and 16 years for Class IV Government servants.

- 6. From the above account of the details of benefits available in the old pension rules it will be seen that there was no provision for grant of any benefits to the family of a person who dies prematurely in service or on the verge of retirement or shortly thereafter before enjoying pensionary benefits for any appreciable period nor there was any relief by way of payment of any lump sum at the time of retirement or in the event of death before retirement. It was mainly to remove these two outstanding short-comings of the old pension rules that the New Pension Rules known as Liberalised Pension Rules were adopted by the State Government after similar liberalisation by the Central Government on the basis of the recommendations of the 1st Central Pay Commission. These liberalised pension rules have introduced, besides making some further minor changes in the old pension rules two new features, viz., (1) Death-cum-Retirement Gratuity and (2) Family Pension and in lieu thereof have reduced the rate at which pension was to be allowed from 1/60th to 1/80th.
- 7. At present the pensionary benefits available to Government servants under the New Pension Rules are as below:—
- (1) Pension After a service of not less than ten years a pension is allowed to a Government servant at the rate of 10/80th of the average emoluments of the Government servant per year of service not exceeding specified amount with the increase in the number of years the rate rose from 10/80th to 30/80th average emoluments subject to maximum of 30 years and above of qualifying service and maximum monetary limit of Rs. 6,750. No pension is given to Government servants who do not have to their credit minimum of 10 years, qualifying service. In case of Class IV Government servants maximum and minimum are 30 years and above and 20 years. Besides a service gratuity is given at the rate of 1 month/½ month pay for each of the first 4 years of qualifying service and 3/4th and 3/8th of a months' pay for the period subsequent

to the first four years of service up to 10 years or 20 years of service to a Government servant whose qualifying service falls short of 10/20 years of service according as they belong to Class I, Class II, Class III or Class IV Government servants.

- (2) Death-cum-Retirement Gratuity—It is allowed to a Government servant who has completed 5 years of qualifying service in the event of his death while in service or on retirement. This retirement gratuity is given at the rate of 9/20th of emoluments of an officer for each completed year of qualifying service subject to a maximum of 15 times emoluments and in the event of death of a Government servant the gratuity is subject to a minimum of 12 times of his emoluments at the time of his death. There is also a provision for payment of an amount equal to the difference between 12 times of his emoluments and the sum actually received by him as gratuity or pension together with an additional gratuity to a Government servant who has retired after completing 30 years of qualifying service or has been retired on completion of 25 years of qualifying service. Maximum emoluments for the purpose of Death-cum-retirement gratuity are subject to a maximum monetary limit of Rs. 1,500 and emoluments in case of Class I, Class II and Class III Government servants which are to be reckoned in accordance with Article 486 of the Civil Service Regulations and in case of Class IV Government servants emoluments mean pay as defined in their Pension Rules.
- (3) Family Pension —It is allowed in cases where Government servants having rendered 25 years qualifying service or more die either in harness or shortly after retirement. The scale of the above pension and the period for which it is admissible are as follows:—
- (1) In the event of death of a Government servant pension is paid for 5 years from the date following the date on which Government servant dies.
- (2) In the event of death of a Government servant after retirement pension is payable for unexpired period of 5 years from the date of retirement.

Subject to a maximum of Rs. 150 per month in all cases the amount of family pension is —

- (1) In the event of death while in service half of the superannuation pension which would have been admissible to a Government servant had he retired on the date following the date of his death.
- (2) In the event of death after retirement half of the pension sanctioned to him at the time of retirement.
- 8. This covers mainly the range of pensionary benefits admissible to the Government servants occupying permanent pensionable posts to which category vast majority of Government servants will belong at a time notwithstanding the present large number of temporary Government servants. We mention the following other features which have been introduced under the Liberalised Pension Rules to complete the picture of present pensionary benefits available to Government servants:—
  - (1) Additional pension has been completely stopped
- (2) The maximum age after which service counts for pension has been raised from 16 to 18 years in case of Class IV Government servants.

(3) Half of the continuous temporary service under Government of Orissa rendered after a Government servant has attained a minimum qualifying age, if followed by confirmation in pensionable posts will count as qualifying service. Any interruption of such service has not to be condoned under the provisions of the C. S. R.

Family pension or gratuity is not granted to a Government servant who is dismissed or removed from service for misconduct, insolvency or inefficiency and no award from the Compassionate Fund can be made for the family of a Government servant who is eligible for gratuity.

- 9. The above being the present position with regard to various retirement benefits at present enjoyed by Government servants under the State Government and the manner in which it has come about we proceed to consider as to in what manner the retirement benefits are proposed to be got modified by the Government servants. In the Memoranda received from various Service Associations and individuals and replies received in response to our questionnaire we find that there is general demand for the following:—
  - (1) Improvement of present family pension system
  - (2) Increase in the rates of pension
  - (3) Extension of retirement benefits to temporary Government servants
  - (4) Increase in the amount of gratuity allowed
- (5) Removal of disparity in the pensionary benefits on Class II, Class II and Class III Government servants on the one hand and class IV Government servants on the other.
- (6) Some of the ex-State personnel who have been absorbed after merger into regular cadre have asked for option being once again given to them to come over to pensionary scheme or continue in the Contributory Provident Fund Scheme or in the alternative benefits of family pension and gratuity in addition to Contributory Provident Fund which they are enjoying in continuation of their service in the ex-States. We have carefully considered the above demands and also taken into account the recommendations which the 2nd Central Pay Commission have made in regard to retirement benefits to be given to Government servants both because we have been specifically required by our terms of reference to take into account recommendations made by Central Pay Commission and decisions thereon of the Government of India and also because the demands made by the State Government servants and their Associations before us were made before the Central Pay Commission and they after discussing them have made certain recommendations which can be of much help in determining the issues before us.
- 10. As regards the damand at (1) above we find that the Central Pay Commission have generally refused to improve in any way the existing concessions with regard to family pension, mainly on the ground that although it is certainly desirable that Government servants should have the assurance that after their death their widows and children will have the minimum comforts to live in, yet it is only reasonable that they should share the cost of what is mainly a personal responsibility and that keeping the non-contributory character of the existing family pension scheme in view, the present benefits can be regarded as quite reasonable. We however find that the present family pension concessions in the State are not same as prevalent in the Centre. As has been

pointed out in the earlier portion of the Chapter, generally the State Government fall in line with the Government of India in the matter of pensionary benefits which they allow to their Government servants. The present family pension scheme is adoption in toto of the Family Pension Scheme introduced by the Government of India in the year 1950 following the recommendations of the First Central Pay Commission. Subsequently in the year 1957 Government of India have modified their Family Pension Scheme and further liberalised it. The State Government, however, have not yet fallen in line with it and the question of adoption or not has been specifically referred to us by Finance Department for examination and recording our recommendations. We have carefully considered the question of adoption of this liberalised scheme adopted by Government of India. According to this scheme scheme adopted by Government of India. According to this scheme family pension is admissible after qualifying service of 20 years instead of 25 years and it will be given for 10 years instead of 5 years provided that in no case it will be given for more than 5 years after the date of retirement or superannuation of a Government servant or in the event of his death after retirement. In view of the fact that State Government in the past has fallen in line with Central Government in regard to pensionary benefits allowed by it to its employees and as financial implications of adopting this scheme will not be in any way heavy and at the same time the demands from the Government servants which have been made in the memoranda received by us would be satisfied to a great extent if the scheme is adopted, and further in view of the fact that its adoption will reduce the differences at present existing in the matter between the employees of State Government and Central Government employees which, we have already pointed out elsewhere in the report, it is desirable to reduce consistent with financial resources of the State, we recommend that the present family pension should be modified in all respects on the lines of the liberalisation scheme introduced by the Central Government in the year 1957.

- 11. As regards demand at (2) above, viz., increasing the pension rate, at present the rate at which pension is calculated is 1/80th. It used to be 1/60th under the old pension rules. As explained by us in the earlier portion of the Chapter at the time of making the provision for death-cum-retirement gratuity and family pension in the Liberalised Pension Rules the pension rate has been reduced to some extent. We find demands for increase in rate of pension were made by various Service Organisations and individuals before the Central Pay Commission and after going into details of arguments on both the sides the Central Pay Commission have observed that considering non-contributory character of pension, there does not seem to be any justification for increasing the rates. We are in full agreement with the Centre in this regard and do not recommend any change in the rate at which pension is allowed at present. In this connection, however, our attention has been drawn to the fact that the existing maximum limit of Rs. 6,750 is much less than allowed to Central Government employees and that as for members of Superior Judicial Services in the State who are in the scale of Rs. 800—1,800 the limit as obtaining for Central Government employees has been adopted the existing limit should be raised to Rs. 8,100. We have carefully considered this question and on the balance of considerations recommend that the maximum limit should be raised to Rs. 8,100.
- 12. As regards demand No. 3, namely extension of retirement benefits to temporary Government servants, we have indicated our view in our Chapter on 'Temporary Government Servants'. Here we will like to state at some length the main reasoning which influenced the view we have taken. We believe Pension is a payment made by an employer to an employee for long-term relationship and loyal service rendered by him. As observed by the Central Pay Commission it is essentially based upon a long-term relation of an employer and employees

and where such relationship for some reason or other does not obtain, the question of pension has to be ruled out. In the words of the Central Pay Commission "It will not be proper to extend the benefits of pension beyond those in permanent service as uncertain tenure in service should not be followed by our assured long-term retirement benefit". We are of the opinion that this is the correct view and as such the question of grant of Pensionary benefits to temporary Government servants has to be completely ruled out. We, however, fully sympathise with the lot of the temporary Government servants and regard it unfortunate that at present the number of temporary Government servants is very large. In our Chapter on temporary Government Servant's we have made recommendations that the position should be brought to an end quickly and temporary posts should not be kept beyond periods strictly justified on grounds of public policy etc. This we believe will keep the problem in check. Further in order to mitigate hardship caused to temporary Government servants by denial of retirement Benefits to them we recommend that the recommendation made by Second Central Pay Commission for grant of gratuity to the temporary Government servants should be adopted by the State Government. In this connection we will also like to point out that as against extension of retirement benefits to temporary Government servants who retire as such, there is the question of counting temporary period of service for the purpose of pension when temporary service is followed by confirmation. At present as stated above, half of the continuous period of rendered in a temporary post if service followed by confirmation is counted towards pension. This was based on the recommendations of the First Central Pay Commission. The Second Central Pay Commission has recommended that in such circumstances full period should be counted towards pension. This is also quite reasonable and in order to mitigate the hardship of temporary Government servants and remove from their minds the incubus of lack of retirement benefits to some extent we recommend that provision on these lines should be made for employees of the State Government.

13. As regards increase in the rate of gratuity similar proposals were made before the Central Pay Commission and they have not agreed to any increase, mainly on the ground that the present benefits are of non-contributory However they have held that some of the conditions which have to be fulfilled before gratuities are earned are not quite reasonable and have recommended that in cases where minimum qualifying service of five years is not there, such benefits should be given. At present in such cases only service gratuity is given which is roughly one month's pay and half-monthly pay in cases of Class I, Class II or Class III and Class IV Government Servants respectively for each year of qualifying service and there is no minimum in such cases. The Central Pay Commission have recommended that just as in the event of death of a person who has rendered minimum qualifying service for earning gratuity, there is minimum limit of 12 months' pay, similarly in case of Grant of gratuity to persons who die before putting in five years of qualifying service there should be a minimum limit and have suggested six months' pay in case death occurs after completing one year of service and two months' pay in case death occurs within first year of service. We find these recommendations to be quite reasonable and recommend that they should be adopted by State Government. Besides the Central Pay Commission have recommended that the present limit for earning full gratuity should be reduced from 34 years to 30 years. This also seems to be reasonable and we recommend that it should be adopted by the State Government. Further we find that the present gratuity rules of the State Government are not at par with the similar rules of the Central Government. After liberalised pension rules were adopted by the State Government, the Central Government have further liberalised the gratuity rules by providing that the maximum pay for purposes of gratuity to an officer will be Rs. 1,800, but the State Government have not yet adopted the decision and the question whether State

Government should adopt it or not has been specifically referred to us. We have carefully considered the question and taken into account its financial implication and recommend that the State Government should fall in line with the Centre in this matter.

- 14. As regards demand at 5 above besides insistent demands which we have received from Service Associations the matter has been specially referred to us for examination and recommendation by Finance Department. We find that these disparities do not exist in case of Central Government employees. As pointed out while discussing the question of leave salary discrimination of this nature is regarded by us as a retrograde feature accordingly we recommend that the existing differentiation should be removed and corresponding provision as made by the Central Government while removing the disparities should be made by the State Government in its rule.
- 15. As regards demand at (6) this demand has been made only by a section of the Government servants belonging to this class. We have carefully examined the retirement benefit given to ex-State employees and are of the view that in view of the fact that option was duly allowed to ex-State personnel to continue under the Contributory Provident Scheme or to come over to pension scheme there is no merit in the demand for option being given to them once again. We however, recommended that in order to mitigate some of the defects of the Contributory Provident Fund system, it is necessary that benefits in the shape of gratuity is given to persons who are contributing to the Contributory Provident Fund. The relevant recommendations of the Second Central Pay Commission should be adopted by the State Government and all those persons who are contributing to be Contributory Provident Fund system irrespective of the fact whether they are ex-State service personnel or not should be given the benefit of gratuity.
- 16. We have also considered the question of adoption by State Government of the following recommendations made by the Central Pay Commission as some individuals and Service Associations have urged before us that these recommendations should be adopted for State Government employees.
- (1) When the total period of qualifying service exceeds completed years by more than six months an additional benefit of half a year's pension for the purpose of determining the quantum of pension should be given;
- (2) Officiating special and personal pay may continue to count in full in cases in which it so counts at persent, but in other cases such pay drawn during the last three years of service should be taken into account in full or in half according to specified circumstances;
  - (3) Non-practising allowance of doctors should count for pension
- (4) Leave taken out of India should count for pension to the same extent as leave taken in India;
- (5) Scientific employees of Semi-Government Institutions, financed from cess or Government grants, when appointed to permanent Government service should be permitted to count in full their services in those institutions as qualifying service for pension, provided their previous employers are willing, in lieu of their contribution to the Contributory Provident Fund, to pay to the Government pension contribution for the period of service with them; and

- (6) To facilitate free interchange of scientists and technologists between the Government and Universities, the pensionary contribution which the latter have to pay when they borrow the services of a Government servant should be restricted to the rate at which the University contributes to the Provident Fund of its other employees.
- 17. As regards above, recommend that it should (1)we adopted. In this connection we find that Government of India have adopted the decision with modification to the effect that which the qulifying service exceeded was the period by months, the additional benefit recommended by the Central Pay Commission should be given and that the benefit should also be allowed in respect of gratuity. We would recommend that the recommendations of the Central Pay Commission may be adopted with the modification made by the Government of India.
- 18. As regards recommendation at (2) above we have carefully considered the implications of this recommendation in relation to State Government employees and also taken note of the decision of the Government of India in this regard who have adopted the decision in the following manner:—
  - (i) Personal pay will count in full if it was granted to compensate for loss in substantive pay or in the post in which it was drawn was held in a substantive capacity. In all other cases personal pay will count to the extent of half,
  - (ii) Officiating pay will count to the extent of half in every case,
  - (iii) Special pay will not count in any circumstances.
- 19. We would recommend that the decision of the Government of India on the recommendation of the Central Pay Commission in regard to officiating pay and persenal pay may be adopted but in regard to special pay, however, we feel that the modifications made by the Government of India should not be adopted for the following reasons:—
  - (a) We find the only reason given by Government of India as appeared from the Press Report for not accepting the recommendation of the Central Pay Commission in this regard was simplification and avoidance of administrative difficulties. We feel that the administrative difficulties which the adoption of the recommendations of the Central Pay Commission would give rise to will not be such as cannot be overcome by issue of necessary instructions and directions to the various officers.
  - (b) Secondly we feel that special pay at present counts for purposes of pension and it will be unfair to withdraw this concession in respect of existing Government officers.
  - (c) Thirdly we find that structure of pay scales in the State as existing at present and as is being recommended by us takes note of grant of special pay at certain levels especially in the Secretariat posts. Further we find in certain cases special pay is granted as a substitute for upgrading the scales of pay of certain posts with a view not to add to the existing number of scales in the interest of having simplified

structure of scales of pay. In this context, we feel that it will be unfair if such Government servants, who are given special pay for higher responsibilities discharged by them and when special pay is clearly in the nature of pay, are not allowed to count it for pension. We, therefore, recommend that the State Government need not fall in line with the Central Government in this regard and so far as the State Government employees are concerned, special pay should continue to count for pension in the same manner as obtaining at present.

- 20. As regards recommendations at (3), (4), (5) and (6) after careful considerations we recommend that these recommendations should be adopted by State Government.
- 21. Lastly we may point out that we also considered the question of having a scheme of compulsory insurance for the State Government employees. We find that a recommendation to this effect was recorded by the last Provincial Pay Committee but due to various reasons, amongst these one reason being that Government servants were contributing to the General Provident Fund—no action on the recommendation of the last Provincial Pay Committee had been taken by the State Government. We had included some questions in the questionnaire to elicit public opinion on this matter and from the replies received it appears that generally the proposal had wide-support and various suggestions had been made. We, however, considered that the question has to be put in proper perspective and enunciate the following general principles under which only a scheme of compulsory insurance or optional insurance can be taken up:—
  - (i) Any such scheme will not be on a non-contributory basis; and
  - (ii) The additional burden thrown on the State Exchequer should be very little if at all any such burden has to be placed.

In this context, we considered the possibility of having a compulsory insurance We took into account the recommendations with regard to "widows and children pension scheme" made by the Second Central Pay Commission as well as the Insurance Schemes at present in force in some of the States of the Union and have come to conclusion that in view of the provision regarding family pension and death-cum-retirement gratuity for improving which we had made certain recommendations and in view of the provision for Provident Fund the question of compulsory Insurance could wait and should be taken up after some time. In this connection we have considered the question of having compulsory provision for contribution to General Provident Fund. After careful consideration of all aspects of the matter, we find that in the interest of needs of economy of the State it is desirable to introduce compulsion but low grade Government servants viz., those whose basic pay in the revised scale will be Rs. 60 or less may be exempted from the operation of such a scheme. Again in this connection it has been brought to our notice that at present there is some differentiation between Class IV employees and other classes of employees regarding temporary advance from the Provident Fund Account. We find that Government of India does not make any differentiation in this regard. In view of this and in view of the fact that we do not find any valid reason for making any differentiation between Class IV and other classes of Government servants in this regard, we recommend that existing differentiation in this regard should be removed.

22. Lastly we deal with the question of temporary relief to Government servants which although strictly speaking is not within our purview, but has been pointed out to us in various memoranda and specifically referred to us for recommendations by Finance Department. We find that this question was referred to the last Pay Committee as well and they had recommended that the

pensioner drawing pension upto Rs. 150 should be given an increase in pension to protect them from the effect of rise in prices to the extent of half the D. A. allowed by Government to its employees, but the State Government had not accepted the recommendation of the Provincial Pay Commtttee and at present the pensioners are enjoying relief at the following rates:—

Pensioners drawing pension up to Rs. 20.

Pensioners drawing pension from Rs. 21 to Rs. 60.

Pensioners drawing pension from Rs. 61 to Rs. 100.

- .. Temporary increase in pension Rs. 4.
- .. Temporary increase in pension Rs. 5.
- Temporary increase in pension of Rs. 6. with marginal adjustment upto Rs. 106.

23. We find that this rate was given in the year 1945 and subsequent to that period although there has been continued rise in prices there had not been any increase in the relief given. We also find that the relief given is less than allowed in some other States as well as by Government of India. In view of this and in view of the fact that on account of rise in prices after the present rates of relief were sanctioned and the constant erosion made by inflation in the purchasing power of money have rendered the present relief to be inadequate, we recommend the following revised rates to pensioner drawing pension upto Rs. 100. with marginal adjustments upto Rs. 110.

Pensioners drawing pension upto Rs. 20.

Pensioners drawing pension from Rs. 21 upto Rs. 60.

Pensioners drawing pension from Rs. 61 upto Rs. 100.

Temporary increase in pension Rs. 6.

Rs. 8

.. Rs. 10

### CHAPTER XIX

### **AGE OF SUPERANNUATION**

- 1. At present the age of superannuation for Government servants is 55, except, that in case of Class IV Government servants, workmen, and ministerial staff who were in service on the 31st March 1936 it is 60.
- 2. Representations have been made to us that age of superannuation of Government servant should be revised. Analysing these representations we find that majority have demanded increase in the age of superannuation whereas in a few cases there has been the suggestion that age of superannuation in case of Class IV Government servants which is at present 60 as against 55 for the rest of the classes of Government servants should be reduced and fixed at par with the age of superannuation for the rest of the Government servants. Besides we have also been requested to consider the question of raising the age of superannuation for Law Officers to 58 in the light of recommendations made by the Law Commission by the P & S. Department. The main arguments for and against the increase in age of superannuation have been elaborately setforth in the Report of the Central Pay Commission which we do not wish to repeat here and would only state that we fully agree with the Second Central Pay Commission, in their observation that "whether we go by our own vital statistics or by the age of retirement for Civil Servantian other countries or by the commonly prescribed pensionable ages under Social Security Schemes, there is a clear case for raising the age of superannuation substantially above the present 55 years". Added to this in the State, we find there is extreme shortage of technical staff in particular and experienced administrative staff in general which is acting as a break on the development of the economy of the State. Under these circumstances, we recommend that the age of superannuation should be 58 for all classes of Government servants including those for whom the retirement age at present is 60 with the reservation that persons already in service may continue upto the age of 60, if they are at present entitled to do so. We also recommend that there should be permissive provision under which a Government servant can voluntarily retire with retirement benefits on reaching the age of 55 years in addition to the existing provision in the pension rules that a Government servant may retire from service any time after completing thirty years of qualifying service after giving three months' notice with usual retirement benefits and similarly State Government should have the option to retire a Government servant on his attaining the age of 55 but he should ordinarily be retained in service up to the age of 58 years. In making this recommendation we have taken into account the decision of Central Government on the recommendation of the Central Pay Commission to raise the age of superannuation from 55 to 58. The reasons which seem to have prevailed with the Central Government in not accepting the recommendation of Central Pay Commission, we think, are of not much validity for the State and in any case it is not necessary that there should be uniformity in our Rules and Central Government Rules in this regard. Indeed in Uttar Pradesh the age of superannuation is already higher than prescribed by Central Government and Pay Committee appointed by the Madhya Pradesh Government has also recommended raising the age of superannuation from the present level of 55 to 58. We would therefore. urge that our recommendation for raising the age of superannuation may be examined by the State Government in the above context.

### **CHAPTER XX**

# MEDICAL FACILITIES

- 1. The State Government maintains for the general public a number of hospitals and dispensaries, Medical Aid Centres, etc., as a part of the various welfare measures taken by it to improve public health. In these hospitals and dispensaries the basic principle of medical aid is that in-patients and out-patients get free supply of medicines as are ordinarily available. For the Government servants, however, the State Government have laid down specific set of rules which entitle them to such supply of medicines as are ordinarily available like the general public as well as certain additional specific facilities of medical attendance and treatment in the hospitals as well as at their residence in certain cricumstances as defined in the rules. It will thus be seen that Government servants in the matter of medical facilities are treated differently than general body of the public. Two questions therefore arise, namely (1) whether there is justification for Government to give extra medical facilities to its employees in hospitals and dispensaries run and maintained by it and, if so, (2) what should be the extent of such facilities.
- 2. It appears from the report of the Second Central Pay Commission that Governments as employers do not in most western countries provide to their employees any separate medical care on a non-contributory basis and the medical facilities available to the people generally are only made available to Government servants. In some countries there are Medical Insurance Schemes open to civil servants, which provide protection for an employee and his family at a reasonable cost and it is only in our country that Government servants and their families have been accorded special treatment in this matter. As is well known it was against a peculiar historical background that the State has come to accept the responsibility, in the matter of providing extra medical facilities to its employees as distinguished from general public, in our Country. In the beginning the scheme of medical benefits was only confined to Secretary of State Services and their families and after some time it was extended to other categories of Government servants and after independence it has been granted to all categories of Government servants and their families and there are no under privileged amongst Government servants in this regard.
- 3. The main question, i. e., as to whether there is justification for the State to take up this responsibility, however, has not been affected by the historical reasons which have led to the grant of medical facilities by Government to its employees in this country. There is no doubt that any measure calculated to keep the employees in a state of physical fitness improves the efficiency of the employees. Illhealth is one of the common causes of unpunctuality and absenteeism and further as against expenditure on medical facilities one has to weigh the cost of leave taken because of sickness. According to the Second Central Pay Commission it is these considerations which justify and even make out a case for expansion of medical facilities which Government servants are in enjoyment at present. We agree with the Second Central Pay Commission in this view of the matter. The facilities have been in existence for a long time and have led to a lot of contentment, etc., in the services, especially in these hard days. Any question, therefore, of withdrawal or reduction of the facilities does not arise. At present besides the Government servant himself, his family is also entitled to medical attendance and treatment. The question may be asked why these facilities have been extended to the families of Government servants and they are not left to the operation of such medical facilities as are extended by the Sate for the general public. Here also the answer is not difficult to find. Prolonged illness in the family will equally affect efficiency and will lead to

irregularity and absenteeism. On this score alone, therefore, there is adequate justification for the family to be given the same treatment as the Government servant himself. To add to this there is the common practice of treating the family as the normal and satisfactory unit for medical care.

- 4. As to the second question, namely, what should be the extent of medical facilities granted by the Government to its employees the fundamental consideration which has to be borne in mind is that the medical facilities granted at pesent are non-contributory in character and nothing should be done which will increase the existing burden on the tax payers to an extent as will cause resentment in the community.
- 5. With these preliminary remark we proceed to give below an account of the existing facilities, how far they are actually reaching all categories of Government servants and what improvement, if any, can be made.
- 6. The Medical Attendance Rules for the Government servants are contained in the Book Circular No. 7 in Government of Orissa, Health and Local Self-Government Department Order, dated the 9th October 1945 and Government of Orissa Health and Local Self-Government Department Order, dated the 23rd September 1947. The main features of these orders so far as relevant for determining the extent of the benefits available to Government servants are described as below:—

Government servants have been divided into two categories for the purpose of medical attendance under these orders. A Government servant whose monthly salary is not less than Rs. 250, whether the appointment is gazetted or not, is entitled to medical attendance and treatment from the Civil Surgeon of the District and a Government servant whose monthly salary is less than Rs. 250 is entitled to medical treatment or attendance from an Assistant Surgeon or Sub-Assistant Surgeon. Both the terms, viz., 'medical attendance' and 'medical treatment' have been defined under rule 2(e) (h) as follows:—

- "Medical attendance" means the professional advice and care during sickness, convalescence or injury afforded by the authorised medical attendant at the entitled Government servant's residence or in the hospital including such Pathological, Bacteriological, Radiological or other methods of examination for the purposes of diagnosis as are available in any Government hospital or dispensary and are considered necessary by the authorised medical attendant and such surgical treatment as can be suitably given at the entitled Government servant's residence and such consultation with a specialist or other medical officer serving under Government and stationed in the province as the authorised medical attendant certifies to be necessary, to such extent and in such manner as the specialist or medical officer may in consultation with the authorised medical attendant determine".
- "Treatment" means use of all medical and surgical facilities available at the hospital or dispensary at which a Government servant is treated and includes—
- (i) the employment of such Pathological, Bacteriological, Radiological or other methods as are considered necessary by the authorised medical attendant,
- (ii) the supply of such medicines, vaccines sera or other therapeutic substances as are ordinarily available in the hospital.
- (iii) such accommodation as is ordinarily provided in the hospital and is suited to his status,
  - (iv) such nursing as is ordinarily provided to in-patients by the hospital, and
  - (v) the specialist consultation described in clause (e).

An amendment has been made to the definition of treatment by inserting the following under 2(h) (ii):—

- "The supply of such medicines, vaccines or other therapeutic substances not ordinarily available in the hospital but which the authorised medical attendant may certify in writing to the essential for the recovery and for prevention of serious deterioration in the condition of Government servants". According to rule 3 of the Book Circular No. 7 a Government servant is entitled free of charge to medical attendance by the authorised medical attendant and to medical treatment free of charge in accordance with Rule 7 of the Book Circular.
- 7. It can be noticed from the above account that such medicines as are not ordinarily available can be reimbursed to the Government servants if they are certified to be essential by the authorised medical attendant. Thus whereas the general public who visit the Government hospitals and dispensaries are entitled to free supply of such medicines as are ordinarily stocked in the hospitals and dispensaries, a Government servant is entitled to even such medicines as are not ordinarily stocked. This constitutes the main difference between the medical facilities granted by the Government to the public in general and its employees. As to the question what medicines are ordinarily available in the hospital and what are not ordinarily available, this is determined by the Medical Department. In order, however, that these facilities are not abused. a number of restrictions have been imposed on reimbursement of expenditure incurred by a Government servant on medicines which are not ordinarily available but are prescribed by the authorised medical attendant. The first restriction which can be noticed from the amendment made to Rule 2(h) is the certificate of the medical attendant himself that prescription of such medicine is essential. Further restrictions are in the nature of directions to the authorised medical attendant not to include in the Essentiality Certificate special medicines which are-
  - (i) expensive proprietary preparations for which cheaper substitutes of equal therapeutic effects are available,
  - (ii) preparations including tonics which are primarily foods, toilets, disinfectants, appliances, dressing, etc.,

and for their guidance the Director-General of Health and Medical Services, Government of India has prepared a list of inadmissible preparations which have been adopted by the State Government.

8. On comparison of our rules with other State Government rules we find that these are the common features of the scheme for medical facilities in the Central Government and other State Governments. We, however, find that State Government have recently introduced some change so far as reimbursement of cost of medicines is concerned vide order, dated the 24th February 1959/25th August 1954 with a view to overcome the difficulties experienced by Government servants in getting re-imbursement for their medical bills as well as with a view to improve the supply of medicines in the State hospitals and dispensaries for the general public as well as to root out corruption and blackmarketing. This change has been given effect to from the 1st November 1959. We find that although this has not led to any basic change in the concept or extent of medical facilities, it has been pointed out to us that in actual practice the change has failed to achieve its desired effect and instead created a number of organisational problems which have made the reaching of medical facilities to Government servants more difficult than was the case heretofore. We have carefully considered the intention behind this scheme and find that the scheme presumes an efficient organisation for supply of medicines to the various dispensaries and hospitals in the State. It also

presumes that each Medical Officer will realise the spirit of the change by exercising his discretion in cases where particular medicine is not available in the stock but is prescribed by him for the treatment of a Government servant or a member of his family by either authorising the concerned Government servant to purchase it from outside the place or by himself purchasing it from the local We feel if the required organisation to ensure adequate stocks of medicines is ensured and suitable instructions are issued to doctors and enforced by the Department, the criticism levelled against this scheme can be met. We discussed the various aspects of this question with the Secretary, Health Department and Director of Medical and Health Services, both of them informed us that working out of the system had given rise to many difficulties and they were not in favour of continuance of the system. In view of this and in view of widespread complaints and criticism we have received against the working of the system in some cases from those who are entrusted with implementation of this system, we recommend that Government should reconsider the decision and either ensure efficient implementation on the lines suggested above or discontinue the scheme and revert to the old system of reimbursement of the cost of medicines.

- 9. As regards the question whether the present medical facilities are adequate or need to be enhanced, the main limitation as stated above is that on account of the non-contributory character of the present medical facilities to Government servants, the cost to the tax payers should not be increased without strictest justification. We find the existing facilities granted by the State Government compare quite favourably with similar facilities granted by the Centre as well as other State Government and although we have received large number of suggestions for improving the facilities, we feet there is not much scope for considering any proposal for increasing the existing medical facilities. The Central Pay Commission which have considered this question of increasing facilities have observed that any improvement should be brought about only on a contributory basis. Some of the Service Associations have urged before us in the memoranda preferred by them that the medical facilities as available to the Central Government employees at Delhi be given by the State Government. We find, the Central Government has a contributory Health Scheme for its employees at Delhi. We would recommend that the question of introducing contributory Health Scheme on the lines introduced by Government of India should be examined and scheme introduced on experimental basis at Cuttack and Bhubaneswar.
- 10. Although as indicated by us above there is not much scope for improving the extent and scope of existing medical facilities, we believe it should be possible to make slight improvement in the existing system of medical facilities without leading to much increase in cost. We consider hereunder the main suggestion received by us from various Service Associations and individuals and record our recommendations with regard to them.
- 11. In the first instance it has been suggested to us that the definition of 'Family' given in the medical attendance rules is too narrow. We find 'family' for the purpose of medical attendance and treatment is defined as "Government servant's wife, legitimate children and step children residing with and wholly dependent on him". The Service Associations have requested that the definition should include parents and widowed sisters and younger brothers. Such a demand was also made before the Central Pay Commission. But they have not accepted to the same, and on the other hand have observed that if the Government servants are anxious for such widening of the definition, this should be taken up on the basis of a contributory scheme. In this connection we notice that in most of the States as well as Government of India the definition adopted is the same as in our rules. In case of Bihar alone, however, family has heen defined to include parents and grand parents provided they are entirely

dependent on Government servant concerned. In view of the general practice in the country in this regard and our general approach to the question of improving the extent of medical facilities, we feel there is no case for widening the definition of family and the existing definition should continue.

- 12. Secondly it has been suggested to us that Medical Attendance Rules of the State Government do not make provision to the same extent for treatment of special diseases and there is no provision for transfusion of blood free of charge as has been made in Central Government rules and rules framed by other State Governments. We wrote to Director of Health Services in this regard and he has informed us that no concession has been allowed under the existing Medical Attendance Rules to Government servants of the State and their families for dental and ocular examination. We also understand that there is no provision for transfusion of blood free of charge. We find that Central Government employees are entitled to the following concessions in regard to dental and ocular examination—
- (1) Fees paid to the Specialist for testing the eye-sight for glasses at a Government recognised hospital once in every 3 years are reimbursed to the Central Government servants.
- (2) Free dental treatment, and cost of blood transfusion is reimbursed to them.

We are of the veiw that similar concession should be allowed to State Government employees and accordingly recommend that provision to this effect should be made in Medical Attendance Rules.

- 13. Thirdly, we have received a number of suggestions to modify the present procedure which is regarded as cumbersome and causing harassment to Government servants. We have dealt with the suggestions received by us in this regard to some extent above while dealing with the newly introduced system of supply of medicine from Government stock instead of the previous system of reimbursement of cost of medicines. Before we take up consideration of suggestions made before us in this regard we wish to observe that the procedure laid down for Government servants for claiming or availing themselves of medical facilities extended to them under rules should at once be both simple and free from abuse. We can see in actual practice there will be need for right balance in these two basic considerations while laying down the procedure. We, however, want to stress the point that as provision for medical facilities is one of the important amenities undertaken to be provided by State Government to its employees and it is regarded as an important condition of service which influences to some extent the pay, etc., allowed to Government servants, it is the duty of the Government to see that the facilities provided in the rules actually reach the Government servants and all steps are taken to ensure that it discharges this duty towards its employees.
- 14. The main points urged before us regarding defects in the present procedure, are firstly that too many certificates have to be obtained before the facility provided in the rules can be claimed, secondly there is too much pressure on authorised medical attendants and they cannot discharge their duties under the Medical Attendance Rules towards Government servants. It has been suggested to us that we should recommend dispensing with some of the certificates and modifying the provision regarding authorised medical attendant by including any registered medical practitioner under the rules instead. We have carefully considered these suggestions and find that in the interest of avoiding possible abuses of the existing facilities neither the certificates prescribed nor the provision regarding authorised medical attendants can be changed. We, however, find that crux of the problem lies in pressure of work on authorised

medical attendants and their consequent inability to attend to Government servants as provided under the rules and feel that solution lies in increasing the strength of staff in Government hospitals and dispensaries specifically with reference to the number of Government servants they are likely to be called upon to attend to at a particular station and can attend consistent with their duties in the hospital towards general public and recommend that at all places and especially at places where there is greater concentration of Government offices, the existing strength of medical staff should be improved on the above basis. We will also recommend in this regard that Government should examine the question of opening of dispensaries at the premises of big offices such as Secretariat Office for providing medical attendance and treatment to the staff under the Medical Attendance Rules.

15. Lastly we find that at present the various orders issueed by the Government and rules laid down for claiming medical facilities are scattered and have not been properly compiled. We feel proper compilation of these orders and rules will facilitate reaching of these facilities to Government employees and would recommend that such compilation should be undertaken by the Health Department at once.



### CHAPTER XXI

### **EDUCATIONAL FACILITIES**

- 1. At present the Government servants are entitled to the following educational facilities:—
- (1) In Home Department Memo. No. 7170 (22)-A., dated the 8th June 1951 permission has been granted to Government servants to join educational courses and they have been specifically allowed to study in I A. and B. A. courses, if it is not considered detrimental to their legitimate duties.

Government have provided for creation of certain seats in each class in all School for children of Government servants in order to avoid hardship to Government servants in the event of their transfer during the middle of educational session and in case of difficulty for getting admission out of the normal quota of seats.

Besides there is provision for grant of remission of tuition fee in case of children of teachers in Government Schools to a limited extent in certain specified circumstances.

Lastly there is provision for study leave.

- 2 In our questionnaire issued both to the Heads of Department as well as to general public and we had included a few questions regarding the educational facilities available to Government servants and requested for specific suggestions which various officers have to make in this regard. We have received the following main suggestions in reply 6 our questionnaire:—
- (1) Scholarships should be created for the children of Government servants and they should be paid extra cost incurred by them for transfer of their children from one College or School to another in the event of their transfer during the middle of the educational years.
- (2) There should be complete exemption of fees payable by the children of low paid Government servants up to the higher secondary stage.
- 3. We have carefully considered these suggestions and the basic question whether there is justifications at all for the Government to take steps to extend any educational facilities to its employees and their children.
- 4. As regards the question whether there is justification for granting any educational facilities to the Government servants, we find there are arguments for and against the proposal. It is argued by the supporters of the proposal that as service conditions compel Government employees to reside in places where there may not be any facility for education of their children and as certain categories of Government servants are so low-paid that they are not able to give their children the benefits of education, Government should give the Government servants certain educational facilities. By them who are against the proposal it is argued that there is no need for the State Government to give any special privilege in the matter of educational facilities to its own employees and any step taken by the State Government should be uniform for all the people, and that if any concessions are given, the Government employees will tend to send their children to expensive places. We find that whereas the first Central Pay Commission had been of the view that educational facilities should be given by the Central Government to its employees, but should be confined to Government servants drawing salary of Rs. 100 or less per month and should be in the form of contribution towards tuition fee up to 75 per cent in case of Class IV Government servants and 50 per cent in case of Class III Government servants up to higher secondary stage and corresponding stage in case of those going in for technical education, the Second Central Pay Com-

mission have not recommended any educational facilities to any category of Central Government employees as a class but have recommended that only such benefits as are available to the staff under the Railways in regard to concessional lodging and boarding charges in certain places in the country should be given to children of Central Government employees drawing pay not exceeding Rs. 300 and that there should be provision for the grant of educational allowance to such of the children of Government servants to whom Government servants are compelled to send to a boarding school on account of their posting in a place where there are no educational facilities or where linguistic problem arises. In such cases also they have recommended that the concession should be confined to Government servants drawing pay not exceeding Rs. 300 and should be subject to a maximum limit of Rs. 15 per mensem per child and maximum of Rs. 60 per month to an employee. Another recommendation made by Second Central Pay Commission and having bearing on educational facilities is that if consequent on their transfer during any part of the year Government servants are put to great difficulty in securing admission of their children in different schools and colleges, Government should generally help them in the matter and further as far as practicable transfer should be timed to fit in with the commencement of the academic year. We have carefully weighed all these factors and consideration and in principle are in favour of giving to Government servants especially in the lower pay ranges education concession on the lines recommended by the First Central Pay Commission. In this connection we have also found that in most of the Sister States especially in the South such facilities are already being given. As to the actual benefits or facilities to be provided we have studied the question from the point of view of what portion of total additional benefits, while keeping the resources of the State and needs for the Third Five-Year Plan Schemes in view, which we feel should be conferred upon Government servants can be given in the shape of educati nal facilities and have found that in view of the minimum remuneration recommended elsewhere under the report and revision of scales of pay considered necessary by us necessary for Government servants as a whole and for low-paid Government servants in particular there is not much scope for a large amount being channelled in the shape of educational assistance and have come to the conclusion that no educational facilities in the shape of remission in full or any special portion of the tuition fee of the children of any category of Government servants should be given. Consistent with above approach in the matter we recommend that educational benefits under certain particular circumstances and for particular purposes as has been done so far should be given. We accordingly recommend that existing facilities as enumerated in the earlier portion of this Chapter may be continued and following further facilities should be given.

- (1) Children of Government servants who die in harness should be exempted from tuition fees up to higher secondary stage subject to satisfactory progress.
- (2) Children of Government servants should be exempted from payment of re-admission fee consequent on the transfer of their parents from one place to another.
- (3) We also recommend that while the present practice of creating additional seats for children of Government servants transferred during the middle of the educational session should continue, the power for increasing the seats in the concerned institute should, however, be delegated so far as increase of seats for this purpose is concerned to the Headmaster of the institute instead of the present system of getting the sanction of higher authorities.

5. In this connection we have also considered whether it will be desirable to give the facilities recommended by the Second Central Pay Commission for Central Government employees as enumerated above as we received demands to this effect from quite a few service association and have come to the conclusion that the giving of any of those benefits to State Government employees is not necessary as the reasons and grounds for which the main two facilities of concessional board and lodging and of educational allowance have been given do not have full applicability in case of State Government employees. As regards the third facility recommended by the Central Pay Commission viz., that transfer of Government should be timed to coincide so far as possible with academic years, we are extremely sceptical as to whether it will be possible always for the State Government to do so and refrain from making any recommendations to this effect. We feel that the facility of creating additional seats for children of Government servants as already existing and the exemption from payment of admission fee in case of transfer in the middle of the educational year are more practical and of greater value to Government servants.

We have also reviewed the study leave at present admissible to Government servants and find that the existing rules prescribing the various conditions, total extent and the manner in which it can be granted are satisfactory and do not call for any change.

सत्यम्ब जयत

# CHAPTER XXII

#### SUPPLY OF UNIFORMS

- 1. We find that at present the main consideration or the principles which should determine grant of uniforms and protective clothings to Government servants have not been laid down anywhere clearly. We have found, as revealed from the demands for grant of uniforms received by us from various Associations of Government servants as well as from many a head of the Department and Head of the office, that, at present there is good deal of confusion in the matter. We feel that in order that the matter is both set in its proper perspective as well as regularised and systematised, there should be well defined considerations and principles in accordance with which grant of uniforms to various categories of Government servants should be regulated. We have carefully considered what these principles or considerations should be and have to recommend as below.
- 2. We feel the grant of uniforms should be necessary in case of such category of Government servants only whose duties involve continuous public contact and in whose case it is necessary for identification by the public and superior officers that they should bear distinctive dress or whose duties involve abnormal wear and tear of clothes. We do not look upon uniform and protective clothings, as many of the officials and non-officials who in the matter seem to do, as an amenity or perquisite to be made available to any class of Government servants, but only as an equipment necessary for efficient discharge of duties.
- 3. With these preliminary remarks we proceed to examine the existing cases in which uniforms and protective clothings are supplied to particular Government servants or particular class of them. We find that the various categories of Government servants who are given uniforms and protective clothings at present can be divided into two categories.
- (i) Those working in departments such as Forest, Excise, Medical, Jail where provision for supply of uniforms has been made in the relevant departmental codes and supply of uniforms is linked with the very nature of duty performed; and
- (ii) Those to whom this facility has been given not primarily in view of the nature of duty performed but for generally facilitating the performance of duties. Incidentally we wish to observe that it is only in such cases of supply of uniforms and protective clothing that we have noticed a tendency to regard uniform as an amenity or perquisite as remarked above.
- 4. We feel that as regards Government servants falling in category (i) above, there is no need for us to go into details of the question as the departmental authorities had prescribed uniforms after the scrutiny of the needs for the same, although replies to our questionnaires we have received a number of suggestions from employees in these departments regarding scale or composition of uniforms and protective clothings. We find that it will neither be proper nor possible for us to look into these suggestions and suggest suitable alteration. We regard this question of revision of scale, composition etc., of uniforms and protective clothings in these departments as a question of detail which is better left to the administrative departments to be determined in consultation with the Finance Department in accordance with general considerations enunciated by us above.
- 5. As regards the Government servants falling in category (ii) above, we find that mainly certain Class IV Government servants in the various Departments had been allowed uniform and protective clothings, and the main categories of Class IV posts for which uniforms have been allowed are those of Orderly Peons, Peons and Drivers, but, that there is no uniformity in the matter of supply of uniforms and discrimination is being made for instance, on the basis of office in which a particular post exists. To illustrate whereas Orderly Peons and Peons in the Secretariat are

entitled to uniforms, Peons in District Offices are not entitled to uniforms. Again whereas Orderly Peons in the Heads of Departments and Secretariat enjoy both hot and cold weather liveries, the District Office Peons except in the agency areas are not allowed any cold weather liveries. We have received a large number of complaints against this lack of uniformity in the matter of supply of uniforms to holders of various posts in the various offices and have examined specifically a few of such cases which were brought to our notice and all details for which were available to us and indicate our recommendations below. We, however, wish to observe that any cases of supply of uniform not dealt with by us here should be considered in the light of general considerations laid down by us in the beginning of this Chapter.

6. We find at present there is different treatment in case of Peons and Drivers in different offices as indicated above. After careful consideration of the grounds for existing difference we find that the need for keeping dignity and identification of Government servants by public in case of Heads of Departments and Secretariat is much more than in case of these posts in the District Offices and so far as these posts are concerned the existing practice of allowing uniforms to these working in the Secretariat and Heads of Department offices and not supplying to those in District Offices should continue. We, however, do not find much justification for discrimination in this regard between Peons in the District Offices and their counter-parts in the Secretariat and Heads of Departments regarding supply of cold weather uniforms as indicated above, we, therefore, recommend that like the Peons in District Offices Peons in Secretariat and Heads of Departments, should get only hot-weather liveries This we are recommending as we feel that in view of the climatic conditions in the State it is not necessary to supply cold weather liveries to the generality of Peons except in the agency areas. In this regard question of scale of uniforms for Peons in the Secretariat has been specifically referred to us. At present two sets of uniforms are supplied. We feel two sets to be quite sufficient for the purpose and do not recommend any change in the existing rules.

In this connection we have considered the specific question relating to supply of uniforms to Sweepers and Farashes which has been specifically referred to us by the Finance Department. After due consideration of all the aspects of the matter we have come to the conclusion that there is no case for supply of uniforms to Farashes but Sweepers may be supplied with two sets of uniforms every year and their uniforms should consist of shorts and half sleeve shirts.

We have also considered the proposal for supply of uniforms to Khansamas of Circuit House and Inspection Bungalow Chowkidars and Process Servers and recommend that whereas Khansamas of Circuit Houses may be provided with uniforms there was no need for supply of uniforms to Process Servers and Bungalow Chowkidars.

7. Along with the question of uniforms we have considered the question of washing charges. In replies to question included in questionnaires on this point suggestions have been made to us for giving washing charges to all those persons to whom Government are supplying uniforms. We, however, feel that there should not be any such obligation on the part of Government to give washing charges to all those to whom uniforms are given, and on the other hand the guiding principle should be to give washing charges to those Government servants who, Government, find, will not be able to keep clothes tidy and clean otherwise. We find at present washing charges are being given to peons in certain offices and certain categories of Constables in Police Department. We endorse the existing practice and decide that the practice should continue. We have no specific additions to recommend to the list of persons who are getting washing charges but would indicate the Government should decide all future cases in the light of above guiding principles. Complaints have been made before us that existing rate of washing charges is low. We find the rate is 50 nP. at present. In Government of India the rate varies from 75 nP. to 1.50 nP. Considering the rates allowed by the Government of India and the increase in the cost of washing material, we recommend that the rate may be revised from 50 nP. to 75 nP.

### CHAPTER XXIII

### **TEMPORARY GOVERNMENT SERVANTS**

- 1. Posts under the State Government fall into two broad categories, permanent and temporary. The main determining factor for creating a post either on a permanent or temporary basis is whether the post will be required permanently or need for it is for a specified period. Some of the functions which Government are to perform are of permanent character, viz., law and order and collection of taxes. created in regard to such functions are ordinarily on a permanent basis, but even in regard to these functions there are temporary needs. To give an instance there will be need for having additional posts during outbreak of riots on a large scale in a particular area for the period riots last. In recent times the functions of State Government have undergone a radical change and we have moved from the concept of the law and order of Police State to that of a welfare State with the State playing a positive role in developing material and human resources with a view to raise the standard of living of the people of the State. This has necessitated expansion of Government machinery and creation of large number of posts. In the nature of things some of the posts have to be on temporary basis. Indeed it is seen that there are development schemes for definite period and unless the schemes are such that the employment of staff will be necessary in one form or other on completion of the schemes, a good number of posts created for the execution of these schemes have to be created for a limited period only, i.e., on a temporary basis. From this it will appear that at any given time the need for creating temporary posts cannot be eliminated. There are of course abnormal times when such temporary posts have to be created on a very large scale as has been the case during the Second World War period. But notwithstanding such abnormal times, as war, there is otherwise also regular flow of creation of temporary posts.
- 2. Inspite of this position with regard to need and justification for the creation of temporary posts, there has been great criticism of Government action in creating temporary posts, especially when at a given time temporary posts are created in large We find the main basis of criticism levelled against creation of temporary posts as such is the fact that Government service is mainly conceived as a career and a relationship which will last the entire active life of the Government servant and as such anything which is contrary to this provokes criticism. Further one of the main attractions of Government service is security of tenure and pensionary benefits which are denied in the very nature of things to temporary Government servants. Again it is considered not conducive to efficiency and morale of service to have side by side temporary and permanent Government servants doing the same kind of work but governed by different conditions of service, especially for longer periods and moral question of propriety of doing away with the services of such Government servants who have spent best years of their lives in Government service are also raised and urged against the practice of creating temporary posts and continuing them over long periods. Indeed we find the opinion against and for temporary posts has swung to the two extremes from time to time as discussed below.
- 3. Those who are in favour of creation of temporary posts have stated that "In order to justify a permanent pensionable post, it is necessary that the work to be done should be permanent in character." Those who are against creation of temporary posts have stated that "The fact that a Department or a group of Departments are called upon to undertake temporary work does not itself justify the employment of temporary staff for its performance and that the only criterion should be whether the employment of pensionable staff involves a risk of redundancy. If in an appropriate zone the total volume of work permanent and temporary together does not normally fluctuate outside certain limits it should be possible for the volume to be performed by pensionable staff without risk of redundancy."

- 4. In between these two extreme views is the view that while temporary posts cannot be altogether eliminated, the number of such posts should be kept to the minimum and unless there is prima facie case that a particular post will not be required on a permanent basis, it should be created as a permanent post from the very beginning. We feel this middle view is quite realistic and practical one, as while it saves the public exchequer from any unnecessary expenditure involved in creation of permanent posts when temporary posts will do, it also meets questions such as propriety of doing away with the services of Government servants who have spent best years of their lives under the Government and of damage done to morale and efficiency if a very large number of Government servants are on temporary basis.
- 5. With these preliminary remarks we discuss below the problem of temporary Government service as it exists at present and the measures taken from time to time for dealing with it by the State Government and further action which we feel is necessary to be taken to effectively deal with the problem.
- 6. We find that at present a large number of posts under the State Government are temporary. Out of total employees of all categories 50,640 are temporary. The distribution of the temporary Government servants in the various classes of Government servants is as follows:—

Permanent	Temporary	Total
292	129	421
1,343	1,004	2,347
13,500	28,822	42,322
<b>20,</b> 462	20,685	41,147
35,597	50,640	86,237
	Permanent 292 1,343 13,500 20,462	Permanent Temporary  292 129  1,343 1,004  13,500 28,822  20,462 20,685

This is largely a legacy of the Second World War period, Partition of the Country and Constitutional changes leading to integration of a number of princely States with the parent Province. In the abnormal condition obtaining during the War period a large number of posts were created to cope with matters like rationing, civil upplies, etc. Immediately following in the wake of war came partition and constitutional changes leading to integration of a number of princely States with the State which necessitated creation of posts on temporary basis to start with and the position was further aggravated by a ban imposed upon creation of any permanent post in the year 1949 in the offices of Secretariate and Heads of Departments and similar ban imposed in 1950 in subordinate offices and District Offices to facilitate implementation of the recommendation of Messrs. Ibcon Ltd., who had made certain recommendations for recognition of Government offices and revision of yardstick prescribed for entertainment of staff. The cumulative effect of all these steps have been as revealed from the figures quoted above, existence of disproportionately large number of temporary posts at present. This has led to a lot of discontentment. We find that State Government have been seized with the problem for quite sometime now but the problem has continued unabated. Before we indicate the steps which we feel should be taken to meet the problem we give below a brief account of the steps already taken by State Government in this behalf.

7. It was in the year 1952 that the State Government started thinking of taking some positive measures to deal with the problem and it took 3 years for them to formulate their proposals which culminated in the issue of orders in the Home Department Resolution No. 1366-A, dated the 24th January 1955. According to this resolution all temporary posts, gazetted and non-gazetted ministerial and Class IV n permanent departments and offices of Government including those departments

which had been decided to be made permanent and which had been continuously in existence for 5 years or more and 50 per cent of all such posts which had been continuously in existence from 3 to 5 years were to be made permanent, except such as were connected with purely temporary schemes or whose permanent retention would not be justified for other reasons. According to this order there were two criteria for conversion of temporary posts into permanent.

- (1) Length of time for which a post has been in existence.
- (2) It being not connected with purely temporary schemes.

We find that this order did not constitute any improvement on the practice followed in making temporary posts permanent. Prior to it the criterion to make temporary posts permanent in permanent departments was the justification in terms of average figure of last 3 years of receipts and issues. Thus ministerial posts under the previous practice could be permanent converted into 3 years if the receipt and issue figures justified. The resolution issued in 1955 also confined itself to permanent departments. Of course a number of departments which had hithereto been continued on temporary basis were made permanent and the orders applied to all categories of Government servants but the criterion laid was stiffer and instead of all the posts being made permanent after 3 years, only 50 per cent of such posts were to be made permanent and conversion of posts into permanent posts after 5 years could be withheld, if it was not justified for other reasons. Further there was a Pool Scheme which prevented any confirmation in the posts to be made permanent and instead the cases of all temporary employees whether belonging to permanent departments or temporary departments were to be considered by a Committee consisting of Home Secretary, Finance Secretary and Education Secretary before any confirmation could be made. It is, therefore, not surprising that the resolution did not achieve its object and in the year 1957 Government had to lift the ban imposed on confirmation in Heads of Departments and District Offices and in the year 1958 on confirmation in posts to be made permanent in the Secretariat and had to issue a revised circular for making temporary posts permanent vide Resolution No. 340, dated the 26th March 1960. According to this Resolution instead of making 50 per cent of the posts which have been in existence for 3 years and all posts which have been in existence for 5 years permanent, it has been decided that all posts which have been in existence for 5 years should be made permanent. Actual working of the resolution is not yet clear as it has been in existence only for a short period. However it seems that it does not constitute any positive improvement on previous resolution except that it removes some of the restrictions in regard to procedure which had hampered smooth implementation of the previous resolution. In a way it takes away the possibility of converting certain temporary posts into permanent within a shorter period in as much as the provision with regard to making 50 per cent of posts permanent which had been in existence for 3 years has been done away with.

- 8. This in brief is the account of the steps taken by Government to deal with the problem of temporary Government servants. We indicate below the steps which we feel should be taken to remove the great discontentment which the present position has created amongst large number of Government servants and which has been forcefully brought to our notice in the memoranda of various Service Associations and by their representatives while giving oral evidence before us.
  - 9. We feel the problem of temporary Government servants is two-fold—
- (1) Ameliorating the conditions of service of temporary Government servants as such; and
- (2) Reducing the present disproportionately large number of temporary Government servants to a level strictly justified on the basis of our general approach to the problem indicated in the beginning of this Chapter. So far as amelioration of the conditions of service of temporary Government servants is concerned we are of

the view that differences in conditions of service of temporary Government servants should be removed to the extent it is possible to do in consistency with fundamental distinguished differences in the character of temporary service as from permanent service and have while examining the conditions of service under specific items such as leave, Retirement benefits, etc., made recommendations to this effect. In this connection we, however, wish to make it clear that for removal of differences or even narrowing down difference in regard to retirement benefits and disciplinary proceedings the scope is limited on account of the fundamental character of temporary service and as such we have not been able to agree to large number of radical requests made before us by various Service Associations for removal of differences regarding security of service and retirement benefits between temporary and permanent Government servants. We feel the points raised in this regard will be considerably met if the number of the temporary Government servants is reduced and kept in check in future. With these remarks we turn to the second aspect of the problem of temporary Government servants.

- 10. After careful consideration of the various steps taken by the Government to deal with the question of reduction of the temporary posts and the practice obtaining in this regard at the Centre and in view of the disproportionately large number of temporary Government servants under the State Government at present we recommend the following steps to be taken:—
- (1) Instead of the test of 5 years prescribed in Resolution No. 340, date the 26th March 1960, 3 years' test should be prescribed for making temporary posts permanent, the other conditions for making the temporary posts permanent remaining in tact.
- (2) A Committee should be constituted to review the implementation of the order to be issued for making posts which have in existence for three years and are not connected with purely temporary scheme or cannot be made permanent on account of any other reason as well as to ascertain the permanent needs of each Department.
- 11. We may mention here that in this connection we have considered the demand made before us by Federation of Ministerial Officers' Association and a few other Service Associations that the scheme of quasi-permanent Government servants as introduced by Government of India for Central Government employees should be adopted by the State Government and are of the view that it is not necessary to adopt it for State Government emoplyees particularly in view of the recommendations made by us both for improving the conditions of service of temporary Government servants and to reduce their number to level strictly justified by the needs of administration and general approach to the problem of temporary Government servants indicated by us.

### **CHAPTER XXIV**

### WORK-CHARGED ESTABLISHMENT STAFF

- 1. Besides the regular Government employees, there are other two categories of Government employees, namely, work-charged establishment staff and contingent paid staff. We deal in this Chapter with conditions of service, etc., of Government employees borne on the work-charged establishment.
- 2. The work-charged establishment is defined in the Orissa P. W. D. Code as follows:—
- "Work-charged establishment will consist of two categories, i.e., one employed on actual execution of the work and the other for general supervision of specific work or of sub-works of a specific project or upon the subordinate supervision of departmental labour, stores and machinery in connection with such a work or sub-works. If the entertainment of work-charged establishment is contemplated for supervision in connection with any work, the cost should invariably be shown as a separate head of the estimate for that work. Pay and allowance of those employed on the actual execution of work should be debited to the concerned item of work."

It is largely employed in the Works Department. Another big employer of work-charged staff is the Forest Department. A very few cases of work-charged establishment have recently occurred under the Revenue Department as well, viz., in connection with execution of minor irrigation scheme and road projects. From the information supplied to us the total strength of the work-charged establishment at present entertained in various departments is 8,441. Out of this 1,480 are Class III and 6,960 are Class IV employees. We received Memorandum from the General Secretary, Orissa Public Works Department Work-charged Sangha stating that at present although the services of the employees under the work-charged establishment are paid by Government on monthly basis like the staff under the regular establishment, yet the usual privileges and facilities enjoyed by regular Government servants are not available to them and their service is characterised by utter lack of security of tenure and no protection in the matter of disciplinary action against them which has created great dissatisfaction amongst the workers, and he has demanded that all the posts under the work-charged should be brought over to the regular establishment and facilities enjoyed by Government servants under the regular establishment should be given to them in all respects. Before we specifically deal with the demand put forward in the Memorandum of the Work-charged Employees Sangha, we would like to give an account of the present conditions of employment and conditions of service of work-charged establishment and the measures taken by the State Government from time to time to ameliorate their conditions of service.

- 3. The conditions of employment relating to work-charged establishment are laid down in Rules 230 and 231 of the Central Public Works Account Code which have been adopted by the State Government with some modifications. At present members of the work-charged establishment are not entitled to any pension or leave salary or travelling allowance except to the following extent:—
- (a) Wound and other extraordinary pension and gratuity are in certain cases admissible in accordance with Pension Rules.
- (b) Leave on Medical Certificate to a limited extent (Vide Rule 173 of the Orissa Service Code).
- (c) Single railway fare or the actual cost of the journeys performed in the interest of which men are employed as modified in Works Department Circular No. H.A.IIE-1/55, dated the 23rd February 1955.
- (d) Short casual leave on full pay or on reduced wages subject to such general rule regarding the grant of casual leave to ordinary establishment as may be prescribed by Government.
- (e) Leave on full pay on Sundays and gazetted holidays at the discretion of the Divisional Officers.

- 4. It will be seen that they are not allowed any pensionary benefits at all and benefits allowed in connection with leave and travelling allowance, casual leave ,etc., are at a much reduced scale as compared with the employees under regular establishment. Indeed, it has been held that neither the Government Servants Conduct Rules nor the Classification (Control and Appeal) Rules are applicable to the employees of the work-charged establishment nor various provisions of the Orissa Service Code are applicable to them. Finance Department have issued a Circular specifically stating that members of work-charged establishment staff are not entitled to any joining time, joining time pay, or transfer T.A., but the competent authorities can allow travelling allowance as on tour in case of the journey performed to join the regular appointment under Rule 99 of the Orissa Travelling Allowance Rules. Position regarding suspension, etc., of work-charged establishment is stated in P.W.D Circular No. 4552-E, dated the 7th March 1957.
- 5. The above is a brief account of the conditions of service of the work-charged establishment staff. It will be seen that conditions of services are highly unfavourable as compared with those enjoyed by regular Government servants. As, however, in most of the cases the duties performed by the work-charged establishment staff are, more or less, the same as performed by the staff under regular establishment the question has repeatedly cropped up why the work-charged establishment staff should **not be treated** at par with the staff under the regular establishment in all respects and in any case, why they should not be given, if not all, at least most of the benefits and facilities enjoyed by Government servants under regular establishment specially in cases where the staff have been continuing over long periods. We find that the last Provincial Pay Committee dealt with the question of work-charged establishment in para. 58 of their Report and had made certain recommendation with a view to ameliorate the conditions of service of work-charged establishment staff. Committee's main recommendation was to the effect that the system of employmen of work-charged establishment should continue and they should not be brought on to the regular staff with the exception of such work-charged establishments as are likely to be required for all time to come. It further laid down that in determining the posts under work-charged establishment which should be made permanent the principle should be that those posts on work-charged establishment which have been on continuous temporary service for at least 10 years should be made permanent and on being made permanent they should be given the same concession in the matter of leave, pension, gratuity, etc., as regular Government servants. The Committee also recommended that the scale of pay applicable to similar posts in other departments should be made applicable to the posts under the work-charged establishment. It will be seen from the recommendation of the last Provincial Pay Committee that they specifically stated that work-charged establishment staff should not be brought on to the regular staff barring certain excepted categories. In other words, the Committee felt that the work-charged establishment staff could be divided into two categories, namely, those which could be brought over to regular establishment and secondly those which could not be so brought over. It appears from the principle enunciated by the Committee for bringing certain portion of the work-charged establishment to regular establishment that they were guided normally by the length of service of certain categories of staff under the work-charged establishment. Further the Committee did not say anything with regard to conditions of service of those categories of staff which in their opinion should not be brought over to regular establishment although it recognised that there was need for continuing the system of work-charged establishment.
- 6. The recommendation made by the last Provincial Pay Committee were accepted by the State Government in toto and the present position is that work-charged establishment staff falls into mainly two categories, that is, those who have been brought over to regular establishment and are entitled to benefits of pension, leave, travelling allowance, etc., at par with the regular Government employees and those who continue as such. The State Government have also given the time

scales of pay for all categories of staff under the work-charged establishment and at present both the employees of work-charged establishment brought over to the regular establishment and continuing as such are drawing dearness allowance in addition to pay in the time scale of pay.

7. We have carefully considered the question whether it is necessary to maintain work-charged establishment staff as distinguished from regular employees and if so, how the conditions of service of the staff borne on work-charged establishment can be improved.

The Work-charged Sangha, as stated above, has urged before us that all the post in work-charged establishment should be brought over to regular establishment which means that there should not be any separate class of Government servant known as 'work-charged establishment'. The last Provincial Pay Committee definitely observed that the system of work-charged establishment should continue. They did not elaborate the reasons which led them to this conclusion. However, it is not difficult to find out the reasons which justify the creation of work-charged establishment. Work in the P.W.D. is in most cases done by preparing estimates for specific works which last for specific periods. For the execution of such work at a time it becomes necessary to employ a large number of workers in various capacities and to discharge them subsequently. Further for budgetary and accounting facilities it has been found convenient that the costs of employment of such staff should be debited to the estimates of the work. In certain cases the staff for such works are usually recruited locally and discharged on the completion of the work. This practice has resulted in certain budgetary and accountancy convenience and has been conducive to efficient and quick execution of work as under it the usual delay in sanctioning of posts etc., and taking action against an employee does not occur. In view of the above position the need for employing work-charged establishment in various branches of the P.W.D. cannot be denied. The question, however, arises whether in view of the above advantages which the system possesses, it is necessary to deny the security of tenure and normal conditions of service to a considerable body of employees. The State Government have been considering this question fromtime to time and as discussed above, accepted the last Pay Committee's view that certain categories of staff should be brought over to regular establishment and only such categories as cannot be brought over, should be kept on work-charged establishment. As it is necessary to maintain work-charged establishment staff, we are of the view that improvement of conditions of service should be both by way of bringing over certain categories of them according to specified criterion to regular establishment as well as by prescribing better conditions of service for those who necessarily will continue to be in the work-charged establishment. As regards the improvement by bringing over to regular establishment we recommend that such posts as have continued for five years on work-charged establishment and are likely to continue should be brought over on permanent basis to regular establishment and given the benefits in matter of leave, retirement benefits etc., as enjoyed by permanent employees of Government on regular establishment. In this connection we have noticed that at present there is too practice of bringing over certain categories of staff to regular establishment as temporary Government servants. We are opposed to this practice as it leads to unnecessary complications without conferring the desired benefits to the full extent on the staff concerned. We would recommend that staff should be brought over only as permanent Government servants. For the workcharged establishment staff who will continue as such, with the exception of casual employees, we recommend that they should be accorded the status of temporary Government servants and given all the facilities and benefits already enjoyed by the temporary Government servants and those recommended by us. We notice in this regard that the Bungalow Choukidars borne on work-charged establishment have been given the benefit of contributory fund. We recommend this benefit should also be allowed to other categories of post borne on work-charged establishment. We also recommend that specific conditions of service on the above basis should be

clearly laid down by Government and included in P.W.D. Code. We also feel that it is necessary that conditions of service of work-charged establishment do not differ from Department to Department and recommend that same conditions of services as would be laid down for work-charged establishment staff in Works Department and will be incorporated in the P.W.D. Code should govern to work-charged establishment staff in other Department.

8. As regards the rates of remuneration of work-charged establishment staff we are in favour of all of them being allowed time scales of pay at par with the scales recommended for corresponding posts on regular establishment and have recommended revised scales of pay for the various posts in work-charged establishment under each Department. In this connection reference may be made to the Statements of Revised Pay Scales of concerned Department included in Appendix A to our Report.



#### CHAPTER XXV

#### CONTINGENT PAID STAFF

- 1. Contingent paid staff are staff paid from Contingencies. They are found in almost all Departments of the State Government and more important categories of posts in the Contingent Establishment are cooks, utensil cleaners etc. There are both whole-time and part-time contingent paid staff. We shall however, deal only with whole-time contingent paid staff as part-time staff are beyond our purview. Prior to 1947 the contingent paid staff were given pay at varying rates according to market rate. But after 1947 in view of the recommendations of the Provincial Pay Committee and service conditions of the contingent paid staff announced by the Government of India in June, 1949, two important steps were taken affecting the service conditions of contingent paid staff under the State Government. One of the steps was to take away a particular category of posts from the whole-time contingent paid staff and bring them over to regular establishment, and the other was to prescribe time scales of pay for all staff paid from contingency. At present therefore, only such of the staff previously paid from contingency who are not expected to work side by side with regular employees, and do not form adjunct of regular establishment and are termed as 'casual employees, are treated as contingency paid staff and are given time scales of pay. The total number of contingent paid staff as appears from the information supplied to us is 1831. We have not received any memorandum or representation from any of the contingent paid staff. The fact, however, remains that contingent paid staff are not treated at par with Government servants in the matter of leave, pension etc. In view of this we feel it is necessary to examine whether the existing conditions of service of these categories of employees are satisfactory or need some modifications. Accordingly we proceed to examine hereunder the existing condition and how these should be improved.
- 2. We find that although the last Provincial Pay Committee had recommended that despite financial comitments involved all contingent paid staff should be brought over to regular establishment and regarded either as temporary or permanent Government servants according as their services were continuously required or not and given pension and leave as permanent Government servants if they can be made permanent on the above basis and should be given time scales of pay, yet the State Government decided to bring only a selected categories of posts borne in the contingent establishment to the regular establishment—vide Resolution No. 13647-F. dated the 29th September 1949). The rest have been treated as contingent paid staff which means that they are not entitled to facilities regarding leave, pensions etc., like those who have been brought over to regular establishment. The Provincial Pay Committee's intention was to improve service conditions of such of the members of the contingent establishment whose service were not continously required and could not be made permanent by treating them Government servants. But under as temporary the orders of Government quoted above this status has not been conferred on contingent paid staff. We feel that the recommendation recorded by the Last Provincial Pay Committee was in right direction and keeping in view the present day trends both in case of employment under the State Government as well as under Private employers, regarding conditions of service and security of tenure, we recommend that State Government should examine whether any more categories of post at present treated as contingent paid staff can be brought over to regular establishment in accordance with existing criterion employed for the purpose and make them permanent if they are likely to continue, and further recommend that on such examination, if it is felt necessary to keep certain posts as part of the contingent paid staff, the incumbent of these posts should be treated as temporary Government servants in all respects and given all the facilities

which are available to temporary Government servants and which we are recommending for them. Further we recommend that as recommended by us in the case of work-charged establishment staff, the benefit of Contribution Provident Fund should be given to contingent paid staff also.

3. As regards the revision of scales of pay of contingent paid staff, we have dealt with the question under each Department and indicated the revised scales for those posts in Statements of Revised Pay Scales concerning Departments where such staff exists included in Appendix 'A' attached to our report.



#### CHAPTER XXVI

# PROMOTION PROSPECTS AND PRINCIPLES AND METHOD OF PROMOTION

- 1. Next to pay and pension Government servants attach greatest importance to promotion prospects which are available to them during their service. From the point of view of the Government also promotion prospects available to Government servants are very important as they play a vital role in maintaining high standards of morale and efficiency in public services. In this context the question of adequacy or otherwise of promotion prospect and the principles and methods followed for promotion is of crucial importance. We collected some information regarding existing promotion prospects for various services and different categories of post under the State Government. The information furnished to us has been tabulated in Statement given in Annexure 'S' attached to our report and gives at a glance the promotion prospects available to various services. Many Service Associations have drawn our attention to the inadequacy of promotion prospects available for posts held by their members whereas others have emphasised the inequality in regard to promotion prospects amongst different services and have pleaded for equality in regard to promotion prospects just as "equal pay for equal work" has been We have pointed out above the importance of determining promotion prospects from the point of view of State Government as well as employees of Government. Before, therefore, we deal with these specific demands in regard to promotion prospects we will like to deal with the principles and methods of promotion regarding which also a number of suggestions have been made to us.
- 2. As regards the principles of promotion, there are mainly two principles, viz. principle of seniority and principle of merit. Both the principles have their advocates and there is a sharp cleavage of opinion as to which of the two principles should be followed in preference to the other. The controversy regarding these two principles of promotion is, by now, familiar and the arguments used are common place and We will not, therefore, dwell at length on the arguments put forward in favour of or against either of these principles and would be content by pointing out that seniority as a principle is advocated by those who hold that any system in which there is no objective criterion for judging merit is liable to give rise to such evils as favourtism, nepotism and consequent deterioration in standards of efficiency and morale of services. In other words, even the advocates of the principle of seniority are not opposed to the principle of promotion by merit in principle, but, only because it is difficult of implementation. On the other hand, the advocates of the principle of promotion by merit claim that promotion by seniority results in damping the enthusiasm of the young and brilliant and breeds mediocrity. There is much to be said in favour of what is pointed out by the advocate of the seniority principle, but on balance it is clear that the principle of promotion on merit cannot be eschewed altogether as one of the main objectives of sound public administration is to have maximum efficiency at least possible expense. We find in practice, however, both the principles have been applied with varying degrees of emphasis from time to time by the State Government. Whereas prior to 1949 the emphasis was on seniority, it has now been shifted to merit. The present position is that seniority by itself does not confer a claim for promotion but nevertheless, it is taken into account while making promotions. In other words, other things being equal, the senior man is promoted to the next higher grade or higher service. There cannot be much disagreement with the present policy followed by the State Government in this regard. The Orissa Federation of Ministerial Officers' Association however, has vehemently criticised this position with regard to the principles of promotion. In their words, "the introduction of the element of merit into this most important matter has created and continues to aggravate a sense of insecurity in the minds of the employees". They have pointed that Home Department Memo. No. 430(53)-Reform, dated the 26th September 1949 has helped to open "the flood-gates of favouritism and unjust super-

- sessions". They have suggested that except in cases where supersession is due to failure to pass any prescribed departmental test or due to persistent bad work which is testified by the award of duly justified punishments, promotions should invariably be based on seniority. We find that the criticism by the Federation is based upon the fear with regard to favouritism if the principle of merit is adopted on account of the subjective element inherent in application of this principle. We feel, however, that neither the results obtained by the application of principle of merit nor the limitations from which it suffers justify the view which has been taken by the Federation. The principle of merit has no doubt an element of subjectivity, but it should not be difficult for the human ingenuity to overcome the limitations inherent in the system and the right attitude has to be not to give up the principle but to try to overcome the limitations it suffers from. We will not, therefore, suggest any change in the existing policy pursued by the State Government in this matter, and will only observe that in actual application of the present policy pursued by the State Government a distinction may be made in posts in which work is of routine nature and does not call for such qualities as force of character, wider outlook, etc., to the same extent as in case of other posts and in cases of former category of posts seniority may be given precedence over merit subject to elimination of unfits.
- 3. As regards methods of promotion, the following methods are generally followed in making promotions from one grade to another or from one service to another.
  - (1) Assessing suitability on the basis of Record
  - (2) Making selection on the result of competitive examination
  - (3) Judging competency by appropriate trade tests

At present no use is made of last two categories except that rules for certain services prescribe passing of departmental tests as a condition precedent to promotion and in very few cases steps have recently been taken to apply trade tests to judge fitness of a person for holding the next higher post. In general reliance is, therefore, placed on the method stated at (1) above, namely assessment of suitability on the basis of Record. In actual practice this method takes the form of determining the suitability for promotion of Government servants on the basis of entries in their Confidential Character Rolls. Like the examinations, however, although Character Rolls are subjected to very severe criticism, but no alternative method of assessing suitability is suggested. The lines of criticism by now are quite familiar and have been pointed out in the Memorandum submitted by the Federation of Ministerial Officers Association in support of their condemnation of the principle of merit in making promotion. Federation has pointed out that no two persons can be judged equally objectively and with the same amount of impartiality and the assessment is most likely to differ from person to person and that the Confidential Character Rolls is the greatest single factor responsible for the existence of a sense of discontent amongst Government servants. They have referred to familiar criticisms levelled against the system of Confidential Character Roll which are that there is reflection of personal prejudices and predelictions in Confidential Character Roll, reporting officers differ widely in their standard of judgment, and that the Character Roll can be no index of the relative ability and level of performance of the Government servant concerned. Further they have pointed out that the form in which the Confidential Character Roll is maintained is not related to work of particular class of employees and does not correctly reflect potentiality and capacity for greater responsibility. They are not at all in favour of maintaining the Confidential Character Roll in view of the defects pointed out above and have suggested that the system should be given up and instead of it if it is necessary to maintain the record of the conduct and work of Government servants it will be sufficient if entries in Service Book are made.

4. As regards the defects in the system pointed out by the Federation, all these have been discussed at length by the Second Central Pay Commission. The Second Central Pay Commission have held that while there is no doubt that the system

suffers from these defects yet it seems to be the only way in which record of the work and conduct of the Government servant to judge his suitability or otherwise for a post can be kept. We are in full agreement with the Second Central Pay Commission in regard to this conclusion. We think that the Federation has exaggerated the defects beyond proportion and behind the suggestion of the Federation that the system of maintaining Confidential Character Rolls should be given up altogether there is an assumption that there is no difference in intelligence, in standards of integrity or force of character or administrative capacity of the vast mass of Government servants. Such an assumption cannot be countenanced at all and as such, it is difficult to accept the suggestion of the Federation in this regard. We, however find that the system of Confidential Character Roll, admits of improvements. The Central Pay Commission has made the following suggestions is this regard. We have considered these suggestions and indicate how far they should be adopted by State Government. The recommendations made by the Second Central Pay Commission are—

- (1) Immediate Officers who write Confidential Character Rolls should make more itemised assessment as opposed to general assessment and need not try to categorise official as outstanding, poor or average, etc. It should be done only by higher authorities.
- (2) All defects remediable or irremediable should be communicated to the concerned Government servant.
- (3) That in all cases those who are required to write Confidential Character Rolls there should be provision that in their Confidential Character Rolls an entry will be made by their superior officer with regard to their capacity and the manner in which they have performed their duties of making entries in the Confidential Character Rolls.
- (4) Superior officers should be asked to give fuller opinion and it should be impressed upon them that it is necessary that they acquaint themselves with the work of their subordinates as part of their duties.
- 5. As regards suggestion at 1 and 2 above we find that substantially they already exist under the present rules laid down by the State Government for maintaining Confidential Character Rolls. As regards recommendations at 3 and 4, we are of the view that it will be desirable to make provision to this effect and recommend that these two suggestions be adopted by the State Government and suitable instructions issued.
- 6. We now come to the question of inadequacy and inequality of promotion prospects and demand for removal of the same. We have already referred to the widespread complaints which we received from Government servants and their Associations that whereas promotion chances in some Departments are large, in others they are comparatively small and inadequate and to the widespread demand that promotion chances should be enlarged with a view to equalise them from one Department to another. We are fully aware of the fact that any person who enters Government service not only takes into account the immediate pay or the scale of pay that is being given, but makes some calculation about the possibility of rise to higher levels in due course and as such expects equal opportunities for promotion with his other brother officers and it is in this context that on the analogy of the principle of "equal pay for equal work" demands for, "equal opportunities for equal qualifications and efficiency "have been made and it has been contended that on the failure of Government servant to get the same, there will not be much incentive for work and his loyalty and enthusiasm will be impaired. We have given much thought to the problem of inadequacy and inequality of promotion prospects and will make the following observations for earnest consideration of the Government.
- 7. As against the need for equality in promotion prospects we find that in general the number of posts of various grades in different departments is determined with reference to requirements of public service and not the career prospects of public servants and this holds the key to the present situation under which there are vastly

unequal promotion prospects from department to department. The main question which arises with regard to demand for creating adequate and equal promotion prospects for various departments is whether creation of posts should be strictly in accordance with this principle or some adjustment can be made. We have carefully considered this question and are of the view that the principle is a sound one and any major departure from the principle would be unfair to the community as it will violate the principle of economy in public administration. We believe that while in the ultimate analysis it is not the need for promotion opportunities which should the grade structure and complements of different services, at the same time, it is desirable to avoid stagnation as far as possible and provide reasonable career to every one who enters Government service. Thus while in general we will say that posts open for promotion to various categories of employees should not be created beyond the number dictated by the work to be done, in certain cases where reasonable career to employees in a particular department cannot be ensured in accordance with this principle, we would agree to some increase in posts open for promotion beyond the number justified by the work to be done. Consistently with this stand in the matter we have recommended creation of selection grade posts in some cases. We will urge that our recommendation in regard to creation of selection grade posts should be studied in the above context. In this connection, as pointed out by us while discussing time-scales of pay in our Chapter on Principle of Salary determination and structure of scale of pay, we have also fixed scales of pay themselves on a comparatively liberal scale for certain categories of post for which we found promotion prospects were extremely limited. Further we find that at present all departments are more or less kept water-tight without allowing interchangeability of employees possessing necessary qualifications and even within the same department there is no vertical movement of staff from one level of office to the other. Again in most cases districtwise appointments are made and transfers from one district to another are not made. We believe all these factors have combined to aggravate the problem of creation of adequate promotion prospects for various categories of employees and accentuated the inequality of promotion prospects especially when there has been uneven expansion of departments. We have carefully considered how far it is practicable to eliminate the above position and to what extent there can be both horizontal and vertical movement of staff from one department to another and within the same department as well as how far it will be desirable to shift staff from one district to another. We have also discussed various aspects of these questions with many of our official witnesses and in making our recommendations have taken into account points made by them before us in this regard. feel that the scope for horizontal movement of staff from one department to another is extremely limited and it will not be in the best interest of efficiency to rotate staff between different departments especially these days when there is increasing sepcialisation of work. We, therefore, do not recommend any extension of horizontal transfer of staff beyond what exists at present. As regards vertical movement within the same department we feel that all restrictions regarding interchangeability of staff should be removed forthwith, if the persons possess necessary qualifications. As regards the practice of making districtwise appointment we feel that although it is a wholesome rule that as far as possible employees especially in the lower pay ranges should be posted in their own native places and transfers should be made in absolutely necessary cases in the interest of public services, promotions should not be restricted to one district. It has been brought to our notice that present position besides standing in the way of creating adequate promotion prospects and equalising them is responsible in certain districts due to certain historical reasons. for the staff of requisite qualification especially to man the supervisory posts is not forthcoming and it has been suggested that with a view to bring to an end the present position, the recruitment and posting of clerical posts in districts should be on the basis of each Division instead of each district. We have examined this suggestion and recommend that it would be better to create a common cadre of Upper Division and higher ministerial posts in each Division and of Lower Division Clerks for districts.

- 8. Before we close this Chapter we wish to point out that the revised scales of pay suggested by us are in some cases distinctly better especially for posts involving supervisory duties and it would be easier to give effect to recommendation for interdistrict and vertical movement of staff within the same department.
- 9. Lastly we would refer to the question of minimum increase in pay on promotion to the higher post. We find that at present only for promotion from Class II to Class I there is provision for minimum increase. It has been urged before us by various Service Associations that this should be extended to other classes of Government servants as well. We have carefully considered these suggestions and feel that while fixing salaries of promoted officers in the higher scales due weight should be given to the additional responsibilities and that they should get a minimum financial benefit on promotion. We accordingly recommend that in cases of all categories of Government servants on promotion a Government servant's pay should be so fixed that he gets a minimum benefit of 10 per cent over his pay in the lower post.



#### CHAPTER XXVII

#### GOVERNMENT SERVANTS' CONDUCT RULES

- 1. The Orissa Federation of Ministerial Officers' Association has raised a number of points against some of the provisions of the Government Servants' Conduct Rules, 1959. Conduct Rules restrict or prohibit certain activities of Government servants or otherwise lay down for them standards of conduct related to the nature of their calling. This is necessary because community expects from public servants particular standards or integrity, general behaviour and efficiency. Further Government being answerable to the whole community for the conduct of its employees must ensure that Government servants conform to the standard of conduct laid down for them. In this context the Conduct Rules come to exercise vital influence on the general conditions of service and Government servants are, therefore, rightly concerned about the standards of conduct expected from them and restrictions and prohibitions imposed upon them. As is the case with various other matters relating to conditions of service, there are extreme as well as moderate views relating to Government Servants' Conduct Rules. The extreme view is represented by those who hold that any restriction on their activities is curtailment of fundamental rights conferred upon them by the Constitution and should not be imposed. The moderate view is, however, represented by those who hold that in the nature of special relationship of a Government servant and the Government and also in view of the position of influence and power which Government servants occupy by virtue of their occupying certain posts under the Government, it is necessary that Government should lay down certain standards of conduct appropriate to the nature of their calling and restrict or prohibit their activities to the extent necessary to ensure integrity and efficiency, etc., but these should be reasonable. We do not propose to discuss the extreme view as it is hardly reasonable nor we wish to discuss the question whether any restriction imposed will amount to abridgement of the fundamental rights of Government servants as we feel it is pretty clear that because of the special relationship between the State Government and its employees it can lay certain restrictions which will be valid for the period of contract. We agree with the moderate view indicated above.
- 2. With these remarks we proceed to examine the existing Government Servants' Conduct Rules. Prior to 1959 the old Government Servants' Conduct Rules were in force. These rules were framed under the provision of Section 96-B of the Government of India Act, 1919 and were compilation of rules issued by the Government of India from time to time. As the Constitution of India has left each State to frame its Conduct Rules and as after independence and adoption of the Constitution it becomes necessary to make certain changes in the old Government Servants' Conduct Rules, revision of Conduct Rules was taken up recently and the rules at present in force are known as "The Orissa Government Servants' Conduct Rules, 1959". We find these have been re-drafted and revised on the lines of similar rules of the Central and other States except that some rules have been incorporated in the light of practical experience in the State and instructions issued in certain orders and circulars to regulate the conduct of the employees by the State Government. Broadly speaking provisions of these rules fall into three categories:—
  - (a) Those restricting political and Civil rights.
- (b) Those having bearing on rights to form Service Associations or trade unions and cognate matters.
- (c) Those laying down restrictions and prohibitions as regards public expression of opinion, criticism of Government, acquisition and disposal of property, carrying on trade and business, acceptance of gifts, etc.

- 3. We shall be discussing below these restrictions from two points of view, namely:—
  - (1) Whether the restrictions are reasonable per se.
- (2) What objections, if any, have been taken by the Service Associations to these provisions of the Conduct Rules.
- 4. To take restrictions at (c) above the relevant rules are rules 6, 7, 11, 14, 17, 19, 21, 26, 28 and 31. Rule 6 lays restriction on Government servants' owning wholly or in part, conducting or participating in editing or managing of any newspaper or other periodical or publication, or participation by Government servants in a radio broadcast, or contributing any article or writing letters to any newspapers or periodicals, except with the previous sanction of Government or in the bona fide discharge of his duties. This restriction, however, is waived if contribution to any newspaper or periodical is purely literary, artistic or on scientific subject and of occasional character. It will be seen that the restriction imposed here is very important inasmuch as it affects the freedom of expression. There are other rules also preventing a Government servant from expressing any view specifically on matters arising out of his relationship with the Government, namely rule 7 which relates to criticism of Government and rule 11 which relates to unauthorised communication of information. Thus the restriction imposed in rule 6 is on general expression of views relating to Government matters and policy. The question can, therefore, be asked whether there is need for such restriction in the face of restrictions under rule 7 and rule 11 or in other words, is the restriction laid in rule 6 reasonable. In asmuch as it tends to restrict general expression of views as opposed to particular expression, it cannot be called reasonable. In a democracy freedom of expression is a highly cherished value and any restriction imposed upon it has to be very strongly justified. Of course, the rule makes exception with regard to purely literary, artistic and scientific subjects. But the question is whether this is enough. Besides literary, artistic and scientific subjects there can be other matters on which it is not necessary to restrict any expression of views on the part of Government servants so long as they do not offend other provisions of the Conduct Rules, namely rule 7 and rule 11. To give an instance, unless very broad definition of purely literary is adopted, it will be difficult to exempt contribution of an article to any newspaper or periodicals on matters relating to history, social science, etc., from this rule. We find that the Central Pay Commission who have commented upon similar restriction imposed under the Central Services Conduct Rules have held the provisions to be unsatisfactory. According to them these provisions are unduly restrictive and they have recommended that there is need for increasing the area of intellectual freedom and each Government servant should be able to contribute to the Press, Radio without offending any of the provisions of the rule 7 and rule 11. They have recommended a change in the present approach of a general ban on public expression of opinion and then to provide some exceptions to recognition of the general freedom of intellectual expression and making only such restrictions as are necessary to meet the requirements of public service. The Orissa Federation of Ministerial Officers' Association in their memorandum have also urged for similar approach in regard to this rule. We are in agreement with the views of Second Central Pay Commission in this regard and recommend a change in the approach on the lines indicated by the Central Pay Commission and further recommend that necessary changes in the existing Conduct Rules may be made by the State Government.

The Orissa Federation of Ministerial Officers' Association has also taken exception to the use of the word "occasional character" in the last line of rule 6. We feel that this restriction is in the nature of further restricting the area of intellectual freedom and as such cannot be justified. We, therefore, recommend that these words may be dropped.

As regards rest of the rules falling in this category we feel there cannot be any objection on account of reasonableness to rule 7, 11, 14, 28, 31 or even to rule 19 and 21 and do not recommend any modification.

As regards rule 26, however, as stated above we understand it has been incorporated on the basis of practical experience in the State. The rule states that a Government servant can be employed in any manner required by the appropriate authority and is responsible to Government for all his action in such employment whether it is paid or honorary or whether it is under Government or under any other public or private body or institution. We have to see that no undue restriction is laid and too much power is not exercised by the Government. We find there may be cases in which a Government servant may be permitted to serve on a public or private body, as for instance association of a District Magistrate with the Managing Committee of a School. Normally the District Magistrate will not be paid anything for this, nor it can be said that it falls within his normal duty. The question which arises is, can the District Magistrate be responsible for something in the nature of defalcation in the Fund of the school. It is clear that so long as it is found that there is relationship of the Government Officer with the wrong which has taken place, he is responsible for it. But the question arises whether he should be responsible to the Government. The only ground for expecting this additional responsibility to a Government servant is to impart sense of greater responsibility in a Government servant, when he is permitted to associate himself with the management of private body or institution. But it does not add in any way to what is already provided under the Law of the Land itself, and as such can hardly be treated objectionable. We have no doubt in our minds that before holding a Government servant responsible Government will duly take into account whether the Association or the Management was outside his normal duty and in addition to the duties performed by him and there is justification to hold him responsible. There is thus no fear of anybody being victimised under this rule. On the other hand, the provision serves the purpose of imparting greater sense of responsibility when Government servants are permitted to serve on any Association or public body. Further it has to be noted that when Government servants associate themselves with any Association or public body, they lend the name of Government to such Associations and in the event of anything untoward happening there might be a lot of criticism of the Government. We feel therefore, that there is nothing wrong on the part of the Government in laying down this rule in the Conduct Rules. Orissa Federation of Ministerial Officers Association has further taken exception to this rule by holding that the use of words "may be employed in any manner" are objectionable. They say that "in any manner" is too wide a term and it will not be proper to employ Government servants on work which does not come within the sphere of their legitimate duties. We feel that for the sake of convenience Government servants are doubtless recruited for specific jobs and specific cadres are created, but at the same time it is very difficult to observe in actual practice that a Government servant will not be employed in jobs except of particular category for which he was explicitly recruited. Firstly duties which a Government servant has to perform fluctuate from time to time and secondly in the event of emergency or task of national importance or disaster such as general election, census flood, etc., it becomes necessary to employ Government servants belonging to specific cadre for jobs totally unrelated to their cadre jobs. In view of this we feel the objection raised by the Federation cannot be said to be justified, however, we recommend that it will be better if the words "in any manner" are substituted by "in any public work".

5. As regards restrictions at (a) above the relevant rule is rule 5 of the Conduct Rules. It prohibits membership or association of Government servants with any communal and political organisation and their participation in, subscription in aid of or assisting in any other manner any political or communal movement or activity and prevents Government servants from canvassing or interfering in an election to any legislature or local body. Again under sub-clause (ii) of rule 5 it is the duty

of every Government servant to prevent any member of his family from taking part in, subscribing in aid of or assisting in any other manner any movement or activity which is, or tends directly or indirectly to be, subversive of the Government as by law established, and where a Government servant fails to prevent a member of his family from taking part in, or subscribing in aid of or assisting in any other manner any such movement or activity, he shall inform the Government in this matter. As regards restrictions on the Government servants themselves with regard to participation in any political organisation there can hardly be any objection to it. The Second Central Pay Commission have discussed the position with reference to similar restrictions in other countries and have held that in our country there is justification, for such restriction. We are in agreement with the Second Central Pay Commission views in this regard and do not recommend any change in the existing Provisions of Government servants Conduct Rules in this regard.

As regards participation in communal activities or movements, we understand the main reason behind making provision for this restriction is that, as in our country tension between people of different, Religious communities continues to be great and often gives rise to serious law and order problems and sometimes the so called communal matter assumes political shape, it is better to debar Government servants from participating in such activities.

The Orissa Federation of Ministerial Officers' Association have objected to this restriction and pointed out that the provision will have the effect of preventing Government servants from such activities as the formation of organisation to look after advancement of members of their community in the matter of education or for propagation of the Principles of a particular religion and other benevolent, charitable and religious activities. We have carefully considered the objection raised by the Federation and feel that ordinarily the fears entertained by the Federation would not materialise as correct interpretation of communal in the context of Government srvants conduct Rules has to exclude charitable, religious and benevolent activities. We therefore, are not in favour of deletion of the provision to this effect but would recommend that it will be better if the word communal is defined in rules and excluded purely benevolent, charitable and religious activities.

As regards responsibility cast upon the Government servants by the rule to prevent any member of the family to take part in any subversive activity against the Government, there does not seem to be anything objectionable. We find the main requirement of the rule is that the Government servant will endeavour to prevent his family members from taking part in subversive activities against Government and in the event of his failure will inform the Government about such activity. This does not mean that he is liable for disciplinary action for the doing of his family members but he has only to try to dissuade members of his family and in case he fails, to communicate the matter to the Government in normal course. In this context, therefore, there does not seem to be anything wrong, with the provisions of the rules. Moreover, the term "member of the family" has been defined and includes only such members who are dependant upon a Government servant in regard to whom he can be expected to exercise some influence. The Orissa Federation of Ministerial Officers' Association have taken objection to the provision and are of the view that this amounts to assigning the work of spying against their family members, to Government servant and is unfair as such. In the light of position discussed above we are unable to accept the Federation's objections in this regard as valid and do not recommend any change in the existing position.

6. As regards restrictions at (b) above viz., those having bearing on Government servant's rights to form Service Associations or Trade Unions, these are covered by rules 8, 9, 12, 23, 25. We find that the spirit of these rules is that as the Government servant's are to discharge vital functions and are in charge of public duties of great importance to the public and at the same time are given certain privileges, it is necessary that they should not be given full trade union rights. There is accordingly

a ban in rule 8 on going on strike or holding any demonstration and in rule 9 there is a ban on joining in Association which is not recognised or recognition in respect of which has been refused. There is also a ban on litigation on service matters under rule 25 and there is a ban on canvassing of non-official or other outside influence under rule 23. The Central Pay Commission have considered similar restrictions in the Central Servants Conduct Rules at length and have pointed out that the following two questions arise in this regard:—

- (1) Should Government servants have the unfettered right to form Service Association and to continue to be member of such Association even if it is not recognised by Government.
- (2) Should Government servants be free to participate in demonstration or to resort to a strike in connection with matters pertaining to their conditions of service.

As regards question No. 1 they feel that membership of an unrecognised Association should not as such be a disciplinary offence, but there may be a provision that a Government servant would be required to withdraw his membership from an Association on pain of disciplinary action, if an Association indulges in activities which members are prohibited from indulging individually. As regards rules for recognition of Service Associations the Commission observes that for successful working of such associations it is essential that rules are conceived and recognition granted in a liberal spirit. We are in agreement with Second Central Pay Commission in this regard and recommend that revision of Rules for recognition of Service Association at present in force in the State in question and revision of Rule 9 of these Rules in particular should be made in line with the above approach indicated by Second Central Pay Commission.

As regards the right to strike, that is, the question raised at (2) above it has been urged on behalf of the employees (Class III and Class IV) before us that they should have the right to demonstrate to arouse public opinion and public support and should have the ultimate sanction of workers to withdraw their labour and that in this matter the State as an employer should not be distinguished from other employers and there is need for making exception only in case of Armed Forces and Police. As against this we find it has been argued that Government being free from profit motive can be relied upon to be fair to employees and there is the Legislature to safeguard against any undue withholding of the rights of Government servants. carefully considered these points and taken into account the view expressed by the Second Central Pay Commission in this regard in their report and are of the view, as recommended by the Second Central Pay Commission, that the right of strike or threaten to strike should not be given to the Government servants, as, those who are entrusted with running of services essential to community should not be allowed to disrupt it and, further that the grant of such right will lead to general indiscipline. We, therefore, recommend that instead of granting this right an adequate machinery for conduct of negotiations for the redress of grievances and settlement of disputes between Government servants and the Government should be set up and there should be provision for compulsory arbitration for unresolved matters regarding conditions of service and rates of remuneration, as even when Government is free from profit motive, the possibility of reasonable demand of the Government servant not being acceded to or reasonable increment in their emoluments not being made is there in view of the well known reluctance on the part of Government to impose taxes and at times due to false ideas regarding economy in expenditure. We understand that the Central Government after recent strike of Central Government employees is taking steps to lay down an elaborate machinery on the lines of Whetley Councils in England for redress of grievances of Government servants. We would recommend that negotiating and conciliation machinery on the lines as will be set up by the Central Government should be set up in the State Government.

The Orissa Federation of Ministerial Officers' Association has taken exception to certain other rules as well, namely, rule 12 and rule 13. Rule 12 relates to restriction on subscription. The Federation holds the rule to be unduly restrictive. They want certain liberalisation, such as subscription to a duly authorised Association, as they feel, that contributions which are even socially obligatory and which have got nothing to do with politics have also become inadmissible under the rule. We find on a close scrutiny of the rule that this is hardly the position. In the rule what is restricted is not contributing to any fund but asking for any contribution or accepting contribution or otherwise associating with the raising of any fund by a Government servant. We do not find anything objectionable in this. The demand of the Federation is not reasonable and need not be acceded to.

As regards rule 13 to which also exception has been taken by Federation we understand that the rule has been provided on the basis of local experience. However we find the Federation's objection is not to the principles behind the rule, but to its wording as the Association holds it can apply to any concession, help or loan. The intention was to prevent the misuse of facilities created for general public by Government servants. From the wording of this rule we find there is no scope for such interpretation in actual practice. We accordingly, recommend that the rules should continue and its wording need not be changed.

Lastly the Orissa Federation of Ministerial Officers' Association has also taken exception to rule 3 which lays down that Government servant shall maintain absolute integrity, decorum of conduct and devotion to duty. The objection is to the use of 'Decorum of conduct' and the ground is that it is difficult to lay down what is 'Decorum of conduct.' The dictionary meaning of the word 'Decourm' is "seemliness, Propriety, Etiquette". We have carefully considered this point and feel that as Government servants occupy positions of influence and of authority nobody should reasonably object if they are required to conduct themselves in proper manner. We are, therefore, of the view that there is nothing wrong in principle to lay down such a provision in the Government Servants' Conduct Rules. Indeed we find the Federation of Ministerial Officers' Association also is not opposed to such provision in principle but objects because it feels that the word 'Decorum of Conduct' is too vague and it is difficult to say whether a particular activity of a Government servant is decorous or indecorous. We feel that at any given time there are well known norms of conduct and it is only to be expected that a Governmen servant does not fall below these norms. In this view of the matter we do not think there is a case for deleting the provision to this effect altogether from the rule but in order to make the purpose more explicit and remove the fear of victimisation which seems to be there, we recommend that the words "Decorum of Conduct" should be substituted by the words "reasonable propriety of conduct".

#### CHAPTER XXVIII

#### DISCIPLINARY PROCEEDINGS

- 1. The Orissa Federation of Ministerial Officers' Association has raised as many as eight points against the existing provisions regarding disciplinary proceedings against Government servants. Before we specifically deal with them we discuss here the main objective and consideration which lie behind provision for Disciplinary Proceedings.
- 2. We find that in view of the special position which Government Servants come to occupy by virtue of the posts held by them under the State Government it is necessary to lay down rules for ensuring integrity and efficiency and certain standard of conduct: On account of this special position of the Government servants it is also necessary that in addition to the ordinary obligation arising from relationship of an employer, and employee the Government servants are given reasonably security of tenures. As efficiency and integrity are of overriding considerations in the public services and are vital to the interest of public in general, it is also necessary to ensure that anything in the nature of security of tenure of the Government servant does not fetter the discretion of the Government to do away with inefficient or to suitably deal with less efficient or negligent Government servants and proper discipline is maintained. In other words, while either formulating provisions for disciplinary proceedings or examining them, the aim should be to give protection to Government servants and at the same time to protect the State (employer) by ensuring quick and just methods of dealing with inefficiency and indiscipline. We further find that large number of Government, servants are permanent. Permanent post is defined in Rule 36 of the Orissa Service Code, Volume I as "a post carrying a definite rate of pay and sanctioned without limit of time and a permanent Government servant means one who holds a line on a permanent post or would hold a line on such post had his lien not been suspended". A permanent Government servant thus holds a line on a post which is sanctioned without limit. According to Rule 71(a) of the Orissa Service Code, however, the date of compulsory retirement of a Government servant is 55 years. The above rules read together will mean that a Government servant appointed to a permanent post will ordinarily remain in his job until and unless he attains the age of 55 years. This ensures the security of tenure for him. But it does not mean that his services once he enters Government service have to be accepted on his terms. The State as an employer as stated above, has to insist that a minimum standard of efficiency and integrity is forthcoming from the Government servant throughout his entire length of service. We find this need can be fulfilled in two ways either by holding out rewards to the Government servants or by holding out threats of punishment in case there is lapse from the standard of efficiency. In the vast majority of cases the holding out of rewards in the shape of grant of increment and promotions ensures the desired standard of efficiency loyalty and devotion to duty on the part of the Government servant. But there are cases in which the other method of forcing loyalty and standard of efficiency has to be adopted. It is the adoption of this method that necessitates formulation of a set of rules for awarding punishment in deserving cases. But at the same time it is necessary that in order that there is no adverse effect on the morale of the service as a whole, no victimisation and unreasonable diminution in the security of tenure promised to a Government servant, occurs and rules and procedure for inflicting the punishment are formulated with utmost caution and circumstection.
- 3. From the position discussed above it will appear that there is an apparent conflict between the two objectives viz,, the necessity on the part of the State to have a reserve of rules to get rid of public servants when the exigencies of public administration so requires and the necessity of maintaining reasonable degree of security of tenure in order to draw the best available talent to services and keeping their morale high. Attempts have been made to resolve this conflict which have resulted in the

existing procedure for disciplinary proceedings. The most important provision in this regard is that nobody should be punished without being given reasonable opportunity of being heard. From this fundamental position a stage has been reached where further protection has been awarded in the shape of additional opportunity in the case of punishment of a serious nature. Before dealing with the punishments which can be inflicted upon Government servants and the procedure laid down in respect of these, we may briefly furnish a historical account of the measure in which these provisions with regard to giving a reasonable opportunity have come to be provided.

- 4. Prior to 1919 Act there was no statutory provisions controlling the measures in the matter of termination of Civil Services in India. Section 96-B of the Government of India Act, 1919 provided that the Government should frame rules in this regard. Accordingly the Civil Services (Classification, Control and Appeal) Rules were framed and finalised in the year 1930. Under Rule 54 of Civil Services (Classification Control and Appeal) Rules another set of rules known as Subordinate Services (Classification, Control and Appeal) Rules were framed and adopted in the year 1935. Rule 55 of the Classification, Control and Appeal Rules provided the procedure for conducting enquiries in disciplinary proceedings against Government servants and in accordance with the principles of natural justice it was provided that
- (1) A Government servant will not be punished in any way unless adequate opportunities have been afforded to him to explain.
- (2) In case of dismissal and removal from Government service in addition to the provision that he will not be punished without being given adequate opportunity to explain, it was provided that such punishment will not be inflicted by an authority subordinate to the appointing authority in the case of that Government servant.

In the Government of India Act, 1935 a statutory provinsion was made. The relevant provisions of section 240 of this act run as follows:—

- (1) Except as expressly provided by this Act every person who is a member of a Civil Service of the Crown in India, or holds any Civil post under the Crown in India, holds office during His Majesty's pleasure.
- (2) No such person as aforesaid.......shall be dismissed from the service of His Majesty by any authority subordinate to that by which he was appointed.
- (3) No such person as aforesaid shall be dismissed or reduced in rank until he has been given a reasonable opportunity of showing cause against the action proposed to be taken in regard to him:

Provided that this sub-section shall not apply—

- (a) Where a person is dismissed or reduced in rank on the ground of conduct which has led to conviction on a criminal charge; or
- (b) Where an authority empowered to dismiss a person or reduce him in rank is satisfied that for some reason, to be recorded by that authority in writing, it is not reasonably practicable to give to that person an opportunity of showing cause."

The Constitution of India contains similar provisions regarding disciplinary action against Government servants as provided under the Government of India Act, 1935. According to article 310 a Government servant holds office during the pleasure of the Governor or President as the case may be, subject to the provisions of the Constitution contained in Article 311 which is practically a reproduction of provisions of Section 240 of the Government of India Act, 1935 with the exception of proviso (c) to clause 2 of the Article. Thus at present the position is that while all Government servants against whom any disciplinary proceeding is proposed to be taken are required to be afforded reasonable opportunity to explain, only in cases of dismissal, removal or reduction in rank there is an additional provision for

giving adequate opportunity of showing cause against the "action proposed to be taken," which suggests that the Government servants have opportunity to show cause at two stages, one at the enquiring stage against the charges levelled against him and the second after he has been found guilty and punishment is provisionally proposed to be inflicted. It is seen that by these statutory provisions a distinction has been drawn with regard to procedure to be followed for various punishments which can be inflicted on the Government servants. The major punishments are reduction in rank, removal from service, dismissal from service and minor punishments are censure, withholding of increments, recovery from pay of the whole or part of any pecuniary loss caused to Government by negligence, etc. There are similar provisions in the Subordinate Service (Classification, Control and Appeal) We may point out here that originally according to rule 55 of the Civil Services (Classification, Control and Appeal) Rules there was provision with regard to affording an opportunity and drawing up of proceedings only in cases where dismissal, removal or reduction was contemplated, in other cases there was no provision for drawing up of proceedings and affording an opportunity for explanation. however, was inserted in rule 55-A in the year 1943 by the Government of India and adopted by the State of Orissa in 1948, as is clear from Home Department notification No. 5308-A, dated the 16th September 1948. Further we find that the position regarding opportunities to show cause at two stages has also been clarified after provision to this effect was made in Sub-section (3) of Section 240 of the Government of India Act, 1935.

- 5. The above is the position with regard to fundamental principles and consideration behind the procedure and method laid down from time to time to give effect to these principles. We find from this account that the statutory guarantees, as they stated, are quite adequate and no improvement in this regard is called for.
- 6. The next question is with regard to actual conduct of the enquiry. Incidentally we find it is only with regard to this actual conduct that the various objections have been taken by the Federation of Ministerial Officers' Association. It is, therefore, necessary before dealing with the specific points raised by the Federation to state the actual position regarding instructions issued and the rules framed by the State Government with regard to the actual conduct of disciplinary proceedings.
- 7. Under Article 309 of the Constitution the recruitment and conditions of service of persons appointed to public services and posts in connection with the affairs of any State are to be regulated in accordance with Acts of the appropriate legislature subject to the provisions of the Constitution. Under the proviso to this Article it is within the competency of the Governor to make rules regulating the recruitment and conditions of services, etc., pending provision in this behalf by or under the Act passed by Legislature. In our State at present the Central Classification, Control and Appeal Rules are applicable for Gazetted Officers, and for the Subordinate Services, however, there is a separate set of rules adopted by the State Government in the year 1935. We, however, find that the Central Government have already revised the Central Services (Classification, Control and Appeal) Rules which are applicable to members of the Gazetted ranks of the State Civil Services, in the year 1957. We understand that action to have rules on the lines of the revised rules of the Government of India has been initiated and the revised rules of Central Government may be adopted in the near future.
- 8. At present a number of circulars have been issued by the State Governmen which are in the nature of detailed instructions for conduct of proceedings. The up-to-date position is stated in the Home Department Circular No. 1150(68)e-A dated the 23rd January 1954, read with Political Services Department Memo. No. 2170(72), dated the 20th February 1957. In this Circular very comprehensive instructions as to the responsibilities of the Government servants conducting the, enquiry as well as opportunity for giving explanation and various stages at which

such opportunities have to be given to the Government servants have been set forth. The emphasis is on a fair and impartial enquiry, at the same time ensuring that the trial is not reduced to a legal proceeding in which the Judge tries mainly to decide the case onthe basis of materials brought before him and it has been enjoined upon the enquiring officer to ensure that he will conduct the enquiry in order to get at the truth of the matter to hold the Government servant concerned guilty or innocent. The provisions which have been embodied with a view to ensure fair and impartial trial are as follows:—

- (1) It has been enjoined that whenever there is a complaint or any evidence against a Government servant it should be examined by a responsible officer and decision should be taken by him whether charges should be framed or not. It has been further enjoined that officer responsible for the decision should refrain, as far as it is possible or practicable to do so from expressing a definite opinion on the merits or final outcome of the case. This obviously has been provided with a view to ensure that proceedings are not started indiscriminately and to avoid prejudging the issue and creating of an unfavourable and prejudicial atmosphere against the Government servant to be proceeded against.
- (2) Secondly it is laid down that the charge should be framed by a general or special order of an officer who is competent to inflict the punishment. This further ensures that in cases of disciplinary proceedings very careful decision is taken inasmuch as the appointing authority in most of the cases will be consulted before the charges are framed.
- (3) Lastly enquiry into the charges is to be conducted by either an officer who is competent to award specific punishment or any other officer selected by such officer who is senior to the accused officer. It has been specifically enjoined upon the competent officer that when he chooses to select another officer to conduct an enquiry, he should pay due regard to the importance of the enquiry and status of the accused officer and to ensuring of a fair and impartial enquiry.

The rest of the provisions of the circular are in accordance with the normal practices adopted to ensure a fair and impartial enquiry and to satisfy the statutory provisions as examplained above.

As regards suspension, the position is that it has been mainly treated as a question of discretion of the appointing authority. The resort to suspension has to be taken when proceedings begin or when the charges are framed and general attitude has been that no instruction should be laid down as to how this discretion has to be exercised. In this connection provision of rule 93 of the Orissa Service Code is also relevant. However, to avoid indiscriminate suspension instructions have been issued in the Political and Services Circular No. 3559(76)-Gen., dated the 18th March 1958 and Circular No. 8826, dated the 17th June 1958.

Another Circular issued by the State Government which demands a glance at it is the Government of Orissa, Home Department No.2303(20)-A, dated the 18th May 1945 which lays down that except for good reasons recorded in writing no enquiring officer should allow more than a month's time to an accused Government servant to submit his explanation.

- 9. Having stated the existing position with regard to various instructions issued by the State Government with regard to conduct of disciplinary proceedings we proceed to consider the points raised by the Federation one by one hereunder.
- 10. The first point raised is that words "as far as possible and practicable" occurring in Stage I of the Home Department Resolution, dated 23rd January 1954 should be deleted. The Association's argument is that it is necessary to delete this n order to ensure an impartial and fair enquiry. It has been discussed by us supra, hat, one of the important precautions taken to ensure that there is a fair and

impartial enquiry is the requirement that a responsible officer should decide whether charges should be framed or not. At the time of such decision such officer has been further directed to refrain from expressing any definite opinion on the merits of the case or its final outcome. But in view of the practical difficulties which will arise if a total ban on any expression of view at that stage is imposed, this phrase has been added. We are of the view that at times it may be difficult for the officer who is to decide the question whether charges should be framed or not, to avoid saying something in the nature a definite expression of opinion regarding guilt of the officer to be proceeded against. In view of this we do not consider the provision to be unreasonable and do not recommend any change.

- 11. The second point raised by the Federation is that the disciplinary enquiry should not be conducted by the immediate superior of the Government servant to be proceeded against or by an officer at whose instance the enquiry was initiated. We find that a recommendation more or less to this effect has also been made by the Central Pay Commission. According to existing provision only an officer who is competent to award suitable punishment or any other officer selected by such competent officer who is superior in rank to the accused officer is to conduct an enquiry. If the suggestion made by the Federation is accepted, the position will be that immediate superior of a Government servant will not be able to conduct the enquiry nor any other officer who is subordinate to the officer who ordered the enquiry to be conducted. Applying it broadly to a particular department it will mean that if a Secretary of a Department orders enquiry against any Under-Secretary of his Department no Deputy Secretary in that Department or even the Joint Secretary can conduct the enquiry against the Under-Secretary and the case will have to be enquired into by a Deputy Secretary of another Department. Similarly in case of Collectorate, if the Collector during his inspection discovers something wrong against a particular clerk and orders enquiry against him, it will mean that no officer in the Collectorate can be entrusted with the enquiry and somebody not belonging to the Collectorate will have to conduct it. The position in the Police Department, where the need for prompt disciplinary action is very great as a result of the adoption of such a suggestion can be very well imagined. In our opinion acceptance of this suggestion would lead to a very difficult situation in actual practice and cases will arise where there will be actual difficulties in conduct of enquires and consequent delay in their dis-We are, therefore, firmly of the view that even though the Central Pay Commission have recorded a recommendation to this effect, in view of practical difficulties which will arise if the suggestion is adopted, and the need for expeditious disposal of disciplinary proceedings as urged by the Federation itself, it will be better not to adopt this suggestion.
- 12. Demand No. 3 of the Federation is that an appeal should not be withheld in any circumstances. This is quite unreasonable. In order that the consideration of appeals is properly done it is necessary that their number should be limited. It is from this point of view that provision has been made for withholding an appeal under rule 64 of the Civil Services (Classification, Control and Appeal) Rules if the following circumstances are satisfied.
  - (1) If It is an appeal in a case in which under these rules no appeal lies, or
  - (2) It does not comply with the provision of rule 63, or
- (3) If it is not preferred within six months after the date on which the appellant was informed of the order appealed against, on reasonable cause is shown for the delay,
- (4) If it is a repetition of a previous appeal and is made to the same appellate authority by which such appeal has been decided, and no new facts or circumstances are adduced which afford grounds for a reconsideration of the case;
  - (5) If it is addressed to an authority to which no appeal lies, under these rules.

These are quite reasonable circumstances under which it will be legitimate to withhold appeals. The only question which arises with regard to provision of rule 64 is that the appeal can be withheld by an authority not lower than the authority from whose order it is preferred. This may mean that in certain cases authority who passes the order has the power to withhold the appeal and in such cases there may be scope for exercising the power to the prejudice of the Government servant who wants to prefer an appeal. The Second Central Pay Commission have considered this point and have recorded recommendation that in such cases only the superior authority should be given the power to withhold an appeal. We are in full agreement with the Second Central Pay Commission in this regard and recommend that the present position in this regard may be modified.

- 13. The fourth point raised by the Federation, viz., that have procedure of conducting the enquiry should be followed in all cases is a very important one. What is claimed by the Federation amounts to removing the distinction between major and minor punishments so far as the actual conduct of enquiry and opportunity to show cause, etc., are concerned. In the earlier portion of this Chapter we have indicated the satutory provision regarding disciplinary action to be taken against Government servants when they are proposed to be dismissed, removed from service or reduced in rank and how the position regarding mandatory obligation to give an opportunity to show cause for the second time has emerged. There is apparently a lost of justification for this in such cases. Dismissal from service is in the nature of capital punishment in relation to other punishment. It is, therefore, only meet and proper that all reasonable opportunities should be given to the Government servants proceeded against before such a punishment is awarded. Punishments like censure withholding of the increment etc., are lighter punishments and we feel in such cases ends of justice will be met if adequate opportunity to explain before punishment is awarded is given. Indeed at one time there was no provision for drawing up proceedings in the manner in which they are drawn up at present in cases where only minor punishment was being awarded. Further beyond the fact that two opportunities are given to an officer proposed to be punished with removal, dismissal, etc., there is not much difference between the procedures followed at present. In view of this we are not able to accede to the demand made by Federation and do not recommend any change. सत्यमव जयत
- 14. The next point raised is that definite circumstances should be laid down under which alone suspension can be resorted to. We may here refer to the Political and Services Circular No. 3559(75)-Gen., dated the 15th March 1958 in which instruction have been issued regarding suspension. As stated above in the very nature of thing this is a matter left to the discretion of officers who are to deal with such matters. It will be difficult for the Government to give an exhaustive list of the cases in which suspension should or should not be awarded. Further we find the changes which have been introduced in the Revised Classification Control and Appeal Rules of the Central Government regarding suspension and which State Government is contemplating to adopt will meet the situation. Under these Revised Rules suspension is no longer treated as one of the punishments. On the other hand it has been provided under rule 12 of these Revised Rules that an appointing authority or any authority who is subordinate or any authority or any authority selected by the President can place a Government servant under suspension where disciplinary proceedings against him is contemplated or is pending besides mentioning other circumstances under which suspension can be resorted to.

In view of this and in view of the fact that we find that Government is itself alive to the need for not having any indiscriminate cases of suspension and instructions have already been issued in this regard we do not recommend any change in the existing position. We believe, if the contemplated adoption of the revised Central Government Classification, Control and Appeal Rules takes place, the subject of suspension will be on a different footing than the one which it has occupied so far

and not only it will be treated as something separate from proceedings against a Government Servant, but also what is more important it will not be automatically resorted to as soon as a Government servant is proceeded against. Further the Revised C. C. A. Rules make provision for appeal against any suspension order. This, when adopted, will have a very salutary effect in keeping suspension orders under check.

- 15. The sixth point raised by the Federation that in no case the proceeding shall drag on for more than six months deserves to be given the fullest consideration. There seems to be surely something drastically wrong with the actual conduct of the proceedings that an Association of the employees have to make such a demand. For any disciplinary action to be effective, it is necessary that it should be taken without much lapse of time. Although the expeditious disposal of the proceedings has been emphasised by the Government time and again and in different circulars instructions, have been clearly issued it is strange how in actual practice there is increase in complaints that proceedings are allowed to linger causing inordinate delay. do not think it is possible for the Government to lay down that in all cases unexceptionably disciplinary proceedings should be brought to an end within a particular time-limit but at the same time it should not be difficult to lay down and enforce that normally a particular time-limit should be observed. We find already Government is aware of this aspect as evidenced from provisions of Rule 92 of Orissa Service Code. A time-limit of six months for the disposal of proceedings against Government servants has been virtually prescribed by Government for in such cases as have not been disposed of within six months, Finance Department have to be consulted for payment of subsistence allowance and further with a view to make both the parties to the disciplinary proceedings more alive to the need for bringing the proceedings to an early and it has been provided that payment of suspension allowance should vary according as delay in disposal of proceedings is on account of fault of the Government or that of the Government servant proceeded against. Further we find that in the year 1945 instructions have been issued in Circular letter No. 2302 (20) A. dated the 18th May 1945 that in order to ensure that Government servants against whom enquiries are being made do not hold up the proceedings by adopting dilatory tactics in adducing their defence, except for good reasons which must be recorded in writing, no enquiring officer should allow more than a month's time to an accused Government servant to submit his explanation. We, therefore, feel that whereas it will be impracticable to suggest that there should be a particular time-limit within which all the proceedings should be brought to an end as demanded by the Federation, we would recommend that existing instruction for speedy conduct of proceedings should be properly enforced.
- 16. As regards demand No. 7 of the Federation which relates to the rate at which the subsistence allowance is being granted during the period of suspension, it may at once be rejected as unreasonable. The previous provision in the Service Code was for payment of subsistence allowance at half pay rate during first year and at 3/8th of the pay during subsequent years of suspension. As the cases of delay in bringing to an end the disciplinary proceedings increased it was considered necessary that some sort of penalty should be imposed upon those who obstructed the course of proceedings by adopting dilatory tactics and the present provisions were made. We do not find anything wrong with this. The contention of the Federation is that the reduction is not justified, as in no circumstances a Government servant can be held responsible for delaying the proceedings, because if the authority wants, it can proceed exparte. No doubt, this position is correct, but that will be too cruel at times and result in harshness which the appellate authorities will be inclined to depricate resulting in remand or quashing the proceedings.
- 17. As regards demand No. 8 of the Federation, that is, that a Government servant has got unquestionable right to his pay and allowances and he should not be deprived of this except when he has been guilty of certain charges which ultimately results in his dismissal, what the Federation has urged is that there should not be any

suspension of the Government servant with consequent loss of portion of his pay and allowance, and in each and every case of disciplinary proceedings and whenever a Government servant is held guilty of some thing not so serious as to deserve any major punishment, he should be given his full pay for the period of suspension instead of subsistence allowance or such proportion of such pay and allowances as the competent authority may decide. According to Rule 91 of the Orissa Service Code full pay and allowances are admissible only where suspended Government servant is fully exonerated of the charges or the suspension is held wholly unjustified or the competent authority, while holding a person guilty, feels that in view of the nature of the guilt his period of suspension should be treated as duty. It will be noticed that the existing rules provide that where proceedings against a Government servant fail to establish any thing, he is paid his full pay and the period of absence from duty is to be treated as duty for all purposes. But where there has been no full exoneration of the Government servant from the charges levelled against him either in view of lack of evidence or in view of some other mitigating circumstances, discretion has been left with the competent authority to order payment of any proportion of pay as such authority thinks proper and it can also order that the period of absence from duty shall be treated as duty for a specified purpose. A person who is not honourably acquitted can hardly claim the same treatment as the one so acquitted. In view of this. therefore, there is ample justification for making the present distinction. The existing rules do not totally debar the payment of full pay to a Government servant who has not been fully exonerated of the charges brought against him but leave it to the discretion of the punishing authority. This seems to be quite satisfactory and we advocate no change.

सत्यमेव जयते

#### CHAPTER XXIX

#### COST OF OUR RECOMMENDATIONS

It is not possible for us to calculate accurately the extra cost of implementing our recommendation as all the data that are required for the above purpose are not available with us, on the basis of such materials as we have, we however estimate that for the staff that stand on the 31st December 1959, the average extra cost as a result of the revision in the scales of pay and dearness allowance recommended by us would be about Rs 185 lakhs annually. But in view of the formula which we are recommending for fixation of pay in the revised scales the immediate cost on account of implementing these revised scales will be limited approximately to Rs. 1,50,00,000 annually. We also estimate that revision of pay scales recommended by us for employees of Local Bodies and Aided Educational institutions would involve additional ultimate cost of about Rs. 60 lakhs and Immediate cost of about 47 lakhs approximately.

As regards approximate additional cost of our recommendation regarding various conditions of service and other matters such as House Rent Allowance at Cuttack and in Industrial areas, temporary increase for pensioners improvement in conditions of Work-Charged Establishment and Contingent Paid Staff etc., including the saving which will arise, as a result of some of recommendations regarding Special Pay and grant of Rent-free accommodation etc., we estimate there will be approximate additional immediate expenditure of Rs. 3 lakhs and ultimately of about Rs. 5 lakhs. annually Thus the total ultimate approximate additional cost of our recommendations will be Rs. 250 lakhs annually and total immediate approximate cost will be Rs. 2 crores annually.

## - Date of effect of our Recommendation regarding Revision of Pay Scales

We recommend that the revised scales of pay recommended by us may be given effect to from the 1st December 1960.

A summary of our recommendations and conclusions is furnished at the end of the report.

#### **ACKNOWLEDGEMENT**

We wish to mention here our appreciation of the help rendered to the Committee in its work by the Member-Secretary, Shri Gian Chand, I.A.s., who took great pains in collecting relevent data and intelligently analysing them in his topic-wise notes which proved very useful for our deliberations. He was of immense help in the preparation of our report and we are thankful to him for all this.

We are also thankful to all the ministerial staff of our office for the assistance they have rendered to us in our work. They have all worked hard and worked sincerely. In the latter part of our term they had to work for long hours and had also to work on holidays and we wish to record here our appreciation of all that they have done.

BHUBANESWAR, The 31st January 1961

R. SARANGI Chairman

\*R. C. MISRA Member

S. NANDA Member

\*GIAN CHAND Member, Secretary

\*Subject to the separate note appended to the Report.

सन्धमेव जयते

# A Note by Shri Gian Chand, I. A. S., Member-Secretary and Shri R. C. Misra, B. L., Member, Orissa Pay Committee

- 1. We regret very much that we have to write this note.
- 2. According to strict interpretation of Committee's terms of reference, the Committee had to examine and make recommendations regarding the scales of pay of employees of various categories of posts up to Class II, and, cases of Class I posts and higher posts had to be left out. In view of the fact, however, that certain Class I scales were considerably overlapping with Class II scales, it was felt during the very early stages of Committee's deliberations that, in order to avoid arising of any anomalous position as a result of the revision of scales of pay up to the level of Class II Government servants by the Committee, it will be necessary that the Committee should study the pay structure of all categories of Government servants irrespective of pay limit and while it should make recommendation in respect of those posts which are strictly within its terms of reference views in the nature of suggestions for revision of scales of pay of Class I and higher posts wherever necessary may be given by it. Accordingly the Committee called for information in respect of all posts including Class I and higher posts examined it and formulated its recommendations regarding revision of scales of pay in respect of posts within its purview and views in respect of scales of pay of certain posts beyond its purview. In the month of November 1960, however, Government was approached by the Chairman of the Committee to consider revision of terms of reference with a view to include posts which were left out in order that the Committee can make recommendations as distinguished from mere suggestions, in regard to Class I and higher posts which were outside the purview of Committee's terms of reference, as, it was felt that otherwise anomalies are likely to arise and rational structure of scales of pay for all categories of posts cannot be had. But Government did not agree to the revision of terms of reference of the Committee. Our colleagues, Shri R. Sharangi and Shri S. Nanda, took the view that in the face of Government's refusal to revise the terms of reference, the Committee should completely omit making any suggestions in regard to revision of scales of pay of posts which were outside the purview of its terms of reference. We are unable to agree that refusal on the part of Government should mean that the Committee cannot make any suggestions as distinguished from recommendations regarding a matter which though not specifically included in the terms of reference of the Committee yet is intimately connected with them, and, when in some cases it is absolutely clear to the Committee that certain recommendations made by it will clearly impinge upon the scales of pay of the posts outside the purview of the Committee. We feel, it is clear from the Resolutions of the Government laying down the terms of reference of the Committee that although the Committee has been required to go into the existing structure of pay of Government servants whose minimum pay is Rs. 250 or less, the scope of enquiry of the Committee is otherwise intended to be very wide as the Pay Committee has been required to take into account the recommendations of the Central Pay Commission and Technical Pay Committee who have not confined themselves to any such limit and it has been required to make recommendation about the conditions of service of all categories of Government servants irrespective of pay limits. As we feel that we shall be failing in our duty if such suggestions are omitted from the Report, we are giving them in this note for such action as Government deem necessary.
- 3. In these suggestions we have made recommendations for specific revision of scales of pay of Class I and higher posts as a result of the study as a whole of the structure of pay of the State Government employees and while we have mainly confined ourselves to the actual application of principles enunciated by the Committee for determination of pay scales and other decisions such as

decision to abolish the dearness allowance of employees of State Government drawing pay beyond Rs. 300 per month and certain decisions regarding need for improvement and equalisation of promotions prospects, we have also tried to remove anomalies in the existing scales of pay of Class I and higher posts, which were brought to our notice and which we are convinced it is necessary to remove in order to have a contented and efficient band of Civil servants. We wish to point out here that the last revision of the pay scales of post in Class I and higher was done in the year 1947, i. e., thirteen years back. During this period there has been no revision of scales of pay of these posts except in respect of certain posts as a result of recommendation of the Technical Pay Committee. We find that this revision on the recommendation of the Technical Pay Committee in respect of certain posts, as has been observed by the Pay Committee in its Chapter on principles of salary determination and structure of scales of pay, has not been the result of any comprehensive examination of scales of pay even of all technical departments not to speak of examination of scales of pay of all technical and non-technical posts. We feel, this has resulted in certain anomalies which also have been brought to the notice of the Pay Committee by employees of various departments such as Forest, Co-operation, Education, etc., and which need to be set right. We have, in these suggestions regarding specific revision of pay scale which we make in this note, tried to remove these anomalies as well. In the suggestions made in this note although we have suggested revision of scales of pay of posts with starting salary of more than Rs. 1,000 we want to make it clear that in general we are not in favour of any upward revision of scales of pay with starting salary of more than Rs. 1,000 and our suggestions for upward revision of scales of pay wherever made are only with a view to remove anomalies which have cropped up as a result of the implementation of the recommendations of the Technical Pay Committee or with a view to rationalise the structure of scales of pay at this particular level.

With these observations we make the following specific suggestions for revision of scales of pay of Class I and higher posts.

- (1) We would suggest that the scales of pay of the posts of Heads of major Department should be uniformly Rs. 1,300—1,800 and the present practice of having multiplicity of scales for these posts should be discontinued as this is not conducive to having a contended and efficient band of Civil servants at this level.
- (2) We would suggest that the posts of Heads of minor Department and of junior Heads of Department such as Joint Directors, etc., should be given the revised scale of Rs. 1,050—1,500 as has been done in respect of Superintending Engineers on the recommendation of the Technical Pay Committee. In this connection we will also suggest that some specific criterion such as annual budgetary provision for a Department or total number of employees in a particular Department should be adopted by Government for determining whether a particular head of the Department will be given the scale of pay of a major Head of the Department. We feel that all Departments whose annual expenditure exceeds Rs. 1 crore or in which total number of employees exceeds 3,000 should be treated as Major Department.
- (3) We would suggest that the scale for the posts of Deputy Directors in all Departments should be uniformly Rs. 585—920 instead of the present practice of having pre-Technical Pay Committee scale of Rs. 690—860 in some Departments and the scale recommended by Technical Pay Committee in other.
- (4) We would suggest that the present scale of pay of Sessions Judges should be revised with a view to provide a higher starting pay of Rs. 1,300 to them as under the present scales most of them are unable to get the full benefit of the scale because of the fact that in majority of cases it is in the second round of promotion that they secure appointment to the post of Sessions Judge.

- (5) We suggest that the scale for A. D. Ms. should be revised from Rs. 750—1,150 to Rs. 800—1,150.
  - (6) Rest of our suggestions are given department-wise as below:—

Name of the post

Scale of pay suggested

#### **SECRETARIAT**

Assistant Examiner of Local Fund .. Rs. 720-1,010

#### ASSEMBLY DEPARTMENT

Secretary, Legislative Assembly Department Rs. 800-1,150

#### AGRICULTURE DEPARTMENT

Agricultural Engineer .. Rs. 500—920 Soil Conservation Officer .. Rs. 350—920

# **BUREAU OF STATISTICS**

Senior Statistician ... Rs. 350—920 Senior Research Officer ... Rs. 350—920

### COOPERATIVE DEPARTMENT

Chief Audit Officer

Rs. 720—1,010 (if the post is filled up by an O. F. S. Officer).

Rs. 585—920 (if the post is filled up by a departmental officer)

#### COMMERCIAL TAXES DEPARTMENT

Assistant Commissioner of Commercial .. Rs. 720—1,010 Taxes and equivalent posts.

#### **EXCISE DEPARTMENT**

Deputy Commissioner of Excise .. Rs. 585-920

#### **EDUCATION DEPARTMENT**

Inspector of Schools, Readers and Rs. 350—920 Principal of all Degree Colleges, etc.

Post-Graduate Professors and Rs. 720—1,010
Principal, Radhanath Training
College.

Principal, Ravenshaw College .. Rs. 1,050-1,500

#### FOREST DEPARTMENT

Conservator of Forests ... Rs. 1,050—1,500

Divisional Forest Officer ... Rs. 350—920

Name of the post

Scale of pay suggested

#### **GOVERNMENT PRESS**

Superintendent, Orissa Government

Rs. 1,050—1,500

Press.

JUDICIAL DEPARTMENT

Subordinate Judges

Rs. 585—920

LABOUR DEPARTMENT

Deputy Labour Commissioner

Rs. 350—920

MEDICAL AND PUBLIC HEALTH

Civil Surgeon

Rs. 620--970

Principal, Medical College, Cuttack and Medical College, Burla.

Rs. 1,050—1,500

Assistant Professor, Clinical

Rs. 500—780 plus compensatory allowance of Rs. 150.

Assistant Professor, Non-clinical

Rs. 575—875 plus compensatory allowance of Rs. 150.

Reader

Rs. 620—970 plus compensatory allowance of Rs. 250.

Professor Non-clinical

Rs. 1,000—1,250 plus compensatory allowance of Rs. 250.

**Professor Clinical** 

Rs. 850—1,150 plus compensatory allowance of Rs. 250.

We are suggesting compensatory allowance for the teaching posts in the Medical Colleges as we feel that even though we are not in general, in favour of generality of medical staff being debarred from private practice in the interest of Medical Education and Medical Research in the country it is desirable to debar the teachers in Medical Colleges from private practice and allowing them a compensatory allowance.

#### MINING AND GEOLOGY DEPARTMENT

Chief Mining Officer

Rs. 585-920

POLICE DEPARTMENT

Fire Officer

Rs. 350-920

PUBLIC SERVICE COMMISSION

Secretary to Commission

Rs. 800-1,150

Name of the post

Scale of pay suggested

## TRANSPORT DEPARTMENT

Assistant Transport Controller

1,050-1,500

We also recommend that when this scale is allowed the post should be designated as 'Deputy Transport Controller (Technical)'.

#### VETERINARY DEPARTMENT

Class I posts in the Veterinary Department are at present in the scale of Rs. 510-90).

The revised scale of Rs. 585—920 should be given.

#### WORKS DEPARTMENT

सत्यमेव जयत

Executive Engineer and equivalent

Rs. 500-920

posts.

Commercial Engineer in Electricity

Rs. 500-920

Branch.

Electrical Inspector

Rs. 1,050—1,500 (If and when the post is filled up by officer of the rank of Superintending Engineer.)

Dated the 31st January 1961

GIAN CHAND R. C. MISRA

# SUMMARY OF MAIN CONCLUSIONS AND RECOMMENDATIONS

#### CPAPTER III

# PRINCIPLES OF SALARY DETERMINATION AND STRUCTURE OF SCALES OF PAY

- 1. The main objectives to be achieved at the time of determining rates of remuneration for various categories of Government servants are attainment of required level of efficiency as at little cost to the exchequer as possible and fair rates of remuneration to Government servants and to have a structure of scales of pay which is at once fair to the State, to the Government servant and general public.
- 2. There are various principles which have been advocated from time for determining the salaries of Government servants and the main task is to find out a set of well-defined principles which will enable the achievement of above objectives.
- 3. We find that the existing structure of scales of pay already satisfies the following principles:—
- (1) Government should pay to its employees only so much as is necessary to get the right type of recruit and retain them and their efficiency in service.
  - (2) There should be equal pay for equal work under equal conditions.
- (3) So far as lowest paid employees are concerned, their pay should be determined on combination of economic and social considerations and a certain minimum remuneration should be allowed to them.
- 4. The basic salaries of Government servants should be fixed with reference to the cost of living index at which prices are expected to stabilise and any fluctuations of temporary nature should be taken notice of by way of payment

of dearness allowance without disturbing the basic salaries. While we agree that these principles should be applied we believe that the revised pay structure should also conform to the following principles in the manner indicated by us:—

- (a) The principle of model employer.
- (b) The principle of fair comparison with current remuneration of persons employed on broadly comparable work outside the Government.
- (c) The principle of market value.
- (d) The principle of equal pay for equal work.
- 4. As regards parity between the emolument of employees of State Government and of Central Government, we find that existence of disparities is at present one of the major causes of discontentment amongst the State Government employees. We are of the view that to some extent existing disparities are justified on account of different standard of recruitment, qualifications and nature of duties, etc., laid down for posts under the two Governments and only in cases where existence of disparities cannot be justified in these terms, these should be regarded as unjustifiable and efforts should be made to remove them keeping in view the stage of economic development at which the State is and its financial resources and the objective of parity in such cases howsoever otherwise desirable should not be pursued in total disregard to these two factors.
- 5. According to us removal of disparities in the present day situation of the State should be the ultimate goal to be achieved by progressive stages as the development of the economy of the State proceeds apace and regional disparities in economic conditions get narrower and are ultimately removed but a start should be made in this direction right from now. We urge that time has come when in view of the country having drawn up an integrated National Plan under which resources of both the Centre and the State Government have been assessed and brought into a common pool for financing the plan, the question of improving the emoluments of employees of State Government on merit, and with a view to remove existing disparties as compared with the emoluments of Central Government employees should be treated as a single National Problem and dealt with as such and should be tackled through a more rapid economic development of the backward States and a larger allocation of Central resources to such States under the Finance Commission awards which are made after every five years.
- 6. The system of time scales is a satisfactory system which has yielded good results in actual practice and should be continued.
- 7. A combination of factors should determine the length of a scale viz., whether a particular post is an entry or promotion post; whether the work involved in the post is such that it improves in quality with lapse of time; whether there are reasonable promotion outlets or not, etc.
- 8. The system of biennial increments has no particular advantage and has, on the other hand, the effect of adversely affecting the retirement benefits at times of certain Government servants which we consider to be undesirable and recommend that in all cases there should be provision for annual increments.
- 9. There should be lower increments in the beginning of the time scales of pay and higher increment towards the end of the scales of pay.
- 10. Provision of efficiency bars is essential to the system of time scales as a safeguard agaist loss of initiative and as a measure to encourage employees to put in their best.

- 11. Pay scales of Technical Posts—The Technical Pay Committee did not make any comprehensive review of the Pay Scales of all categories of Technical Post nor they recommended any major recasting of them.
- 12. There is need for making comprehensive review of the Pay Scales of all categories of Technical Post including the posts whose scales were recently revised on the recommendation of the Technical Pay Committee.
- 13. Scales of pay for different posts at any given time should reflect the varying degrees of responsibilities attached to the posts and should also reflect sense of values of Government which remunerates them. As with increasing accent of development activities in the State, the duties of Technical Posts have increased and greater responsibilities have been cast on Technical Personnel there is need for giving greater order of increase in Pay Scales of Technical posts and by and large it should be ensured that their scales of pay including promotion prospects are not less than those given to posts in the general line with comparable attainments and responsibilities.

#### CHAPTER IV

- 14. The question of fixing minimum remuneration and the exact amount to be allowed as minimum remuneration are very important.
- 15. The concept of minimum remuneration is the result of application of social consideration besides economic consideration to the determination of rates of remuneration for Government employees and is of widespread applicability in the country at present and should be applied to employees under the State Government as well.
- 16. The theory of minimum remuneration is of relevance only to the lowest level of employees and once amount of minimum remuneration for the lowest category of Government servants has been worked out the rest of the pay structure should be worked out in accordance with the recognised differentials of pay fixation and the need for maintaining proper relativities both horizontal and vertical between different grades of employees and the resources of the State.
- 17. In the present day economic condition of the State it is not possible to have a need-based minimum remuneration for employees of State Government in accordance with the criteria indicated in the Resolution adopted by the 15th Labour Conference and the application of the principle of minimum remuneration has to be subjected to the limitations imposed by the general economy of the State and the actual amount to be allowed as minimum remuneration should be arrived at not on the basis of certain hypothetical family budgets but by taking into account the general economy of the State, its per capita income and the earning of workers in other occupations in the State.
- 18. Taking all these factors into account we recommend minimum remuneration of Rs. 55 for the lowest grade employees in the State.
- 19. A thorough examination of the existing scale for requirement of various-categories of Class IV Government Servants in general and posts of Peons in particular should be undertaken by the Government and scales should be re-fixed in accordance with what is strictly necessary for transaction of business in offices.
- 20. The observation made by the Madras Pay Commission in regard to reduction of Peons should be examined by State Government and suitable reduction of the Peon posts made on the lines indicated therein.

- 21. The posts of Zamadars do not serve any useful purpose and are outmoded. These posts may be discontinued gradually and in their place posts of Peons should be given.
- 22. Possibilities of reduction in the number of Peons and Process Servers at present utilized for personal delivery of letters and notices, etc., by a more systematic use of postal facilities should be examined.

#### CHAPTER V

#### DEARNESS ALLOWANCE

- 23. Whenever there is a substantial and persistent rise in prices, there is a prima facie case to a greater or lesser extent for compensation to Government servants, especially for those in lower pay ranges. It is not, however, any and every case of fluctuation in prices which will justify grant of dearness allowance, for fluctuation in prices which are purely temporary and not sizeable no dearness allowance should be given. The level of prices has risen much beyond the expectations entertained by the last Provincial Pay Committee. The current level of prices does not represent the normal situation and it is difficult to say that prices will come down at any predictable future date. It is, therefore, necessary to have some scheme of dearness allowance but in a very much modified form in view of the permanent shift in prices level over the level with reference to which present rates of basic salaries of Government servants have been determined.
- 24. Agreeing with the observations and conclusions of the Second Central Pay Commission regarding the behaviour of prices we feel it would be safe to assume that the general price level will not fall below the level reached in 1949 and that basic pay for the different posts may be determined on this basis.
- 25. The average of All-India Consumer Price Index number for the City of Cuttack from August 1959 to August 1960 has ranged from 116 to 130. We have, therefore a fixed total salary (pay plus dearness allowance) with reference to an Index of 125—130 and as such we should have fixed basic pay with reference to requirement of an Index of 100 points and the total salary should have been split up as basic pay and dearness allowance in the ratio of 4:1 but as this method would have given us an odd and complicated pay structure we have not worked out apportionment of basic pay and dearness allowance in this manner in the revised scales recommended by us and instead have adopted same rate of dearness allowance as recommended by the Second Central Pay Commission and given by the Central Government to Central Government employees, as we believe, that for a variety of reasons it is desirable to keep our rates of dearness allowance at par with the rates of dearness allowance for Central Government employees.
- 26. If at any future date the Central Government rates of dearness allowance are modified corresponding modification should be made in the rates sanctioned for State Government employees.
- 27. The State Government should urge upon the Central Government that any subesequent charges which they wish to make in the present rates of dearness allowance should be made by them in consultation with the State Government and in case of any increase proposed to be given by the Central Government for their employees financial assistance should be provided to State Government to enable them to sanction corresponding increase to their employees.
- 28. There should not be any automatic adjustment in dearness allowance for variations in price levels.

29. Following the revised rates of dearness allowance allowed to employees of Central Government the employees drawing pay up to Rs. 300 should be allowed dearness allowance as below:—

Basic pay below Rs. 150 .. .. D. A. Rs. 10

Basic pay Rs. 150 and above but below Rs. 300 ... D. A. Rs. 20

We also recommend that there should be marginal adjustment for employees drawing a pay of Rs. 300 and above but below Rs. 320. Further as we have recommended this dearness allowance at All-India Consumer Price Index for Cuttack of 125—130 points, following the recommendations which the Central Pay Commission has recorded in this regard, we recommend that these rates should continue unless Index falls below 100, and, that if during a period of twelve months the Index remains on an average of ten points above 125-130, the Government should review the position and consider whether any increase in dearness allowance should be given and, if so, at what rate. If, thereafter the Index falls below 100 by the same margin and for the same period, that is, average of 10 points over a year, the position should be similarly reviewed and appropriate adjustment made. According to above recommendation of ours the State Government employees drawing a pay of above Rs. 300 will not get any dearness allowance. In their case, the entire remuneration should be in the form of salaries which appear reasonable in the present conditions on a consideration of factors such as rate of turnover comparison with outside rates and internal relativities within the service. This recommendation of ours should ordinarily have necessitated it for us to make recommendations and revision of scales of pay of all categories of posts irrespective of the pay limit but in view of the position discussed in Chapter I we have confined ourselves to recommending revised scales only in such cases as clearly fall within our terms of reference and for the cases of Government servants not dealt with by us we recommend that Government should take separate steps to arrive at revised scales of pay in accordance with our recommendation.

30. Those in the pay range of Rs. 300 to Rs. 400 should in future adjust ment of dearness allowance to meet rise in prices in the manner indicated by us be classed with those getting a pay below Rs. 400 and case of those in the pay ranges of Rs. 400 and Rs. 1,000 should be considered at the appropriate time while those getting pay of more than Rs. 1,000 should not be given any dearness allowance.

#### CHAPTER VI

## FINANCIAL RESOURCES OF THE STATE

- 31. Although there has been considerable increase both in revenue and expenditure of State since the last major revision of pay scales was undertaken by the Government in the year 1947, nevertheless it has been a period of financial strain.
- 32. Financial resources position of the State is very tight at present and much expenditure cannot be incurred on account of improvement in emolument of employees consistent with the needs of development and the demands of Third Five-Year Plan, yet the question of improvement of emolument has to be boldly faced and improvements within reasonable limits have to be allowed.
- 33. It is hope that as a result of the Third Finance Commission there will be considerable increase in the resources of the State Government and course of implementation of recommendation made by the Committee will be very much facilitated.

34. State Government should claim assistance to full extent in accordance with the Central Government scheme for assistance to State Government for improvement of the emoluments of their low-paid employees in respect of cases which fall under the scheme on account of recommendation for revision of scales of pay made by us in these cases.

#### CHAPTER VII

# Scales of pay of certain common categories of posts

- 35. The revised scale of pay for Peons should be Rs. 45—55 in all offices and the present practice of giving higher starting salary to Peons in the Secretariat and Heads of Department Offices should be stopped.
  - 36. The revised scale for Daftries should be Rs. 50-65.
- 37. The revised scale for Lower Division Clerks in District Offices and Lower Division Assistants in Heads of Department Offices should be Rs. 80—135 and Rs. 90—150 respectively.
- 38. To meet wide-spread complaint about declining standards of efficiency of the Lower Division Clerks and Assistants, simultaneously with introduction of above revised scales of pay for these posts a scheme of training and examination on the lines of one already in existence for Assistants in the Secretariat should be introduced.
- 39. The revised scale for Upper Division Clerks in the District Offices should be Rs. 110-155 and for Upper Division Assistant Grade I and Grade II in Offices of Heads of Department should be Rs. 155-250 and Rs. 115-180 respectively.
- 40. The proportion of posts in the Upper Division to those of Lower Division varies widely amongst different departments of Government. This situation is not conducive to efficiency and it is necessary to remove the present inequality in distribution of Upper and Lower Division posts among different departments and offices in accordance with the principle enunciated by us in this regard in the Chapter on promotion prospects. Besides other steps recommended by us for removing inequality in promotion prospects we recommend that proportion of posts in the Upper Division to posts in Lower Division should be revised in those departments and offices where it is very low at present.
- 41. We find at present the proportion is very low in District Offices as compared with that obtaining in Secretariat and Heads of Department Offices. It is difficult to lay down any rigid proportion in regard to this matter as it will have to be determined on a detailed analysis of duties attached to ministerial posts in different departments. Taking a very broad view of the matter and considering the practice obtaining in the Secretariat and suggestion received by us from Board of Revenue in this regard, we consider that there should be proportion of 1: 2 between Upper Division and Lower Division posts in all District Offices.
- 42. The present system of confining chances of promotion from Lower Division to Upper Division to 'units' within which vacancies arise, the unit being either a region or a district and at times a particular branch of a big Department or Office should be reviewed and the present rules may be recast so as to provide for promotion to higher posts such as Upper Division, from as large a group of employees as possible and our suggestion of having a cadre of Lower Division posts for each district and throwing up the Upper Division and higher posts for all should be implemented to reap the full benefit of revised scale recommended by us.

- 43. The Junior Grade and Senior Grade Typists should be given the revised scale of Rs. 80—135 with starting salary of Rs. 95 and Rs. 115—160 in the offices of Heads of Department and Secretariat respectively.
- 44. Whereas the present practice of appointing Typists in the scale of Lower Division Clerks and including them in the Clerical cadre of District Offices should continue. The constitution of a separate cadre for Typists as is the case at present in the offices of Heads of Department and Secretariat is not desirable as it leads to stagnation and it will be better if as in District Offices there is a common cadre of typists and ministerial posts.
- 45. To achieve this we recommend that either the minimum qualification prescribed for recruitment to the post be raised to Intermediate and all typists appointed in the scale of Rs. 90 -150 recommended for Lower Division Assistant, or typists be recruited in the present manner but given an option to be drafted to the clerical cadre after putting in three years of service as typist provided they pass the recruitment examination prescribed for the Lower Division Assistants and then share the chances of promotion with Lower Division Assistants.
  - 46. The revised scale for Stenographer should be as follows:—

Stenographer Grade II ... Rs. 185—325
Stenographer Grade II ... Rs. 145—195
Stenographer Grade III ... Rs 115—160

The practice of granting separate scales for the Steno. to Inspector-General of Police should continue and he be given the revised scale of Rs. 250—375.

The District Magistrate and Se sions Judge who are at present given Grade II Stenographers should be given Grade I Stenographers. The Sub-Judges who are sanctioned Grade III Stenographers should be sanctioned Grade II Stenographers

- 47. The revised scale for Head Assistants in District Offices and offices of Heads of Department should respectively be Rs. 185-300 and Rs. 230-310.
- 48. The revised scales for Superintendents in District Offices and Superintendents, Registrar or Managers in offices of Heads of Department should be Rs. 300—395 and Rs. 325—395 respectively.

# CHAPTER VIII

# PAY SCALES AND CONDITIONS OF SERVICE OF INDUSTRIAL EMPLOYEES UNDER THE STATE GOVERNMENT

- 49. Industrial staff are staff working in these establishments to which the Factories Act, Workmen's Compensation Act and Payment of Wages Act, etc., apply.
- 50. At present there are industrial staff of any significant size only in Government Press and Jobra Workshop.
- 51. No specific attempt has yet been made to formulate separate rules or principles for governing the conditions of service and pay scales of industrial staff by the State Government.
- 52. For the time being general principles for determination of scales of pay of non-industrial staff such as minimum remuneration for the lowest category of the staff, fair comparison of the rates of remuneration for such staff with the rates prevailing outside employment for comparable staff, vertical relativities between different grades, etc., should be applied with equal force to the Industrial employees as well.

- 53. A rational pay structure for the Industrial staff on the basis of detailed reference to all such factors as assessment of the work-load, degree of skill required, market value and the time and money spent for purpose of acquiring the skill and classification of staff into skilled, semi-skilled and highly skilled, etc., should await the adoption of this classification in the Industrial Establishments under the State which we recommend should be introduced and along with this we also recommend that methods of recruitment and promotion followed in such establishments should be such as to give due weight to above considerations and selection for various grades should be made on the result of trade tests which should be a condition precedent for eligibility for promotion even though seniority may thereafter influence the selection specifications of such tests varying from industry to industry and even with the same operation according to nature of operations in different shops or branches.
- 54. In the Industrial establishment under the State Government, the Government should introduce a system of job evaluation wherever the number of employees of Industrial Establishment justify such a measure.
- 55. The minimum remuneration for lowest category of industrial employees should be same as recommended by us for lowest category of non-industrial employees under the State Government, i.e., Rs. 55.
- 56. There should be more than one scale for each trade as recommended by us in order to introduce an element of flexibility in the matter of fixation of pay scales of various categories of Artisans posts which in a number of cases cover Industrial staff.
- 57. The revised scales for various artisans posts in various departments recommended by us are those which we consider justified considering the existing scale and qualifications laid down for them but we would recommend that the revised scale suggested by us should be adopted in consultation with the Head of Department who should have the option to accept either the scale suggested by us or any one of the scales suggested by us for a particular trade in view of the qualification, actual skill and experience required for a particular post and possessed by a particular Artisan in consultation with Finance Department.

### CHAPTER IX

# SECRETARIAT

- 58. There are at present 13 grades which make up the structure of the Secretariat.
- 59. The two grades at the level of Upper Division Assistants should not be don away with as these gradations are serving a useful purpose inasmuch as besides being responsible for some amount of economy in expenditure they act as incentive for improvement in efficiency.
- 60. The present practice of having junior and senior Head Assistants should be continued as one continuous scale instead of two sort scales will not be conducive to efficiency and there is the fact that in actual practice senior Head Assistants are put in charge of branches where the work is comparatively more intricate or more important.
- 61. The present feature of pay scales of the posts in Secretariat that certain posts in it get higher pay than their counterparts in other offices does not offend against the principle of equal pay for equal work.

- 62. The nature of work in the Secretariat is much more important than that in the Heads of Department and District Offices and the existing difference in the pay scales of posts in these offices should be examined in the light of qualifications and nature of work. In posts of routine nature however the existing differences are not justified and extent of differences—existing at present in the posts should be reduced in view of larger delegation of powers to the Heads—of Department in recent time.
- 63. The following scales are recommended for main categories of posts in the Secretariat:—

Under-Secretaries ( when filled up by promoted ministerial officer.)	Rs. 480—675 plus special pay as admissible to members of other services holding the posts of Under-S e oretaries.
Assistant Secretaries including Principal, Secretariat Training Class.	Rs. 480—675
Registrars	Rs. 450— <b>5</b> 50
Senior Head Assistants	Rs. 350-440
Junior Head Assistants	Rs. 300—395
Grade I Upper Division Assistants including Cypher Assistant.	Rs. 185—300
Grade II Upper Division Assistants	Rs. 125—190
Lo.ver Division Assistants	Rs. 90—150 ( Four advance increments in case of Graduates ).

# ASSEMBLY DEPARTMENT

64. The following revised scales are recommended for the main categories of posts in the Department:—

Assistant Secretary		Rs. 260—780
Committee Officer		Rs. 480—675
Editor of Debates	••	Rs. 260—780
Librarian	• •	Rs. 230-500
Sub-Editor		Rs. 230—500
Reporters	••	Rs. 230-500

Chief Reporter should be in the same scale as Reporter and in addition special pay of Rs. 50 per month should be given to him.

Marshal ... Rs. 125—220

# AGRICULTURE DEPARTMENT

65. The following revised scales are recommended for the main categories of posts in the Department:—

Fieldman Demonstrator	• •	Rs. 65-80
Untrained Agricultural Sub-Overseers		Rs. 70—95
Trained Agricultural Sub-Overseers	• 1	Rs. 80—135
Non-Graduate Overseers		Rs. 125—220
Graduate Overseers	• •	Rs. 185-300
Agricultural Supervisor		Rs. 195—385
District Agriculture Officer		Rs. 370—780
Assistant Agricultural Engineer	••	Rs. 260—780
Mechanical Engineering Overseer		Rs. 150—300
Junior Soil Conservation Assistant		Rs. 80—135

- 66. There is no need to have separate "Soil Conservation Assistant" and "Senior Soil Conservation Assistants" posts and all posts of Senior Soil Conservation Assistants should be filled up in the scale recommended for Soil Conservation Assistants, i. e. Rs. 185—300.
- 67. The post of Instructor at present in the scale of Rs. 175—305 should be given revised scale of Rs. 195—385.
- 68. The post of Instructors at present in the scale of Rs. 155—250 should be given the revised scale of Rs. 185—300.
- 69. The revised scale for Assistant Soil Conservation Officer should be Rs. 370-780.

#### BUREAU OF STATISTICS

70. The following revised scales of pay are recommended for the main categories of post in the Department:—

Personal Assistant to Director of Statistics and Economic		Rs. 260—540
Statistician and Field Officer	× •	Rs. 260—780
District Statistical Officer	• •	Rs. 260-540
Junior Statistician		Rs. 260—540
Statistical Investigator, Commercial Intelligence Investigator and Field Supervisor.		Rs. 185—325
Field Controller		Rs. 260—540
Industrial Investigator	• •	Re 185—325
Statistical Assistant		Rs. 150-300
Computor	• •	Rs. 110—195
Junior Statistical Assistant		Rs. 110—195

Inspector	Rs. 150-300 if quali-
	fication is
	raised.

Rs. 110—195 if qualification is not raised.

Primary Investigator		Rs.	90-150
Artist	• •	Rs.	150300
Field Inspector		Rs.	95—135
Amins		Rs.	7095
Chainmen	••	Rs.	45—55

The post of Field Controller should be re-designated as Statistician.

# BOARD OF REVENUE AND REVENUE DIVISIONAL COMMISSIONER'S OFFICE

- 71. Two separate cadres of O. A. S. and O. S. A. S. should not be merged into one cadre.
- 72. Staff in the Board of Revenue cannot be given scales of pay at par with the Secretariat staff.

#### CO-OPERATIVE DEPARTMENT

- 73. The staff of the Department cannot be regarded as Technical in the sense Veterinary and Agriculture Department staff are regarded as Technical.
- 74. The following revised scales of pay are recommended for main categories of posts special to the Department:—

Inspector	सन्यमेव जयते		Rs. 110—195
Senior Inspector	বেল্পুল প্ৰব		Rs. 150—300
Block Level Co-operative Ext	tension Officer		Rs. 150—300
Sub-Assistant Registrar		• •	Rs. 195 –385
Assistant Registrar		. 1	Rs. 260 - 780

# COMMUNITY PROJECTS DEPARTMENT

75. The anomaly of Block Development Officer drawing less pay in certain cases than some of the Officers working with him in the Block is inherent in the arrangement under which various posts in the Department are filled up and no action to remove this anomaly is necessary.

Getting lesser pay by an Officer than others with whom he has to work when he belongs to different cadre with different promotion prospects, etc., need not create any difficulties in smooth conduct of work in the Block or at any other level so long as clear lines of command are laid.

The posts in the Department are with the exception of a few at present filled up by borrowing officers from various cadres of the different departments and ultimately each concerned departments, cadre will have to be expanded to accommodate the requirement of staff in the Blocks.

The most important categories of these posts to which recruitment is made by the Department direct are Village Level Worker and Social Education Organiser. Considering the nature and importance of duties and responsibilities attached to the post of Village Level Worker and the key role assigned to him in the implementation of Block programme, the present weightage given to the Village Level Worker in regard to scale of pay is justified.

The revised scale for the Village Level Worker is recommended to be Rs. 100-155.

The problem of stagnation in respect of Village Level Worker's post may emerge after sometime and it is recommended that this aspect should be kept in view by the Department and got examined and suitable steps should be taken, such as, integration of these posts with some Department's cadre.

The present practice of having two grades for S. E. O.'s should be retained.

The revised scales for Graduate S. E. Os. should be Rs. 150-300 and for Matriculate S. E. Os. Rs. 110-195.

# COMMERCIAL TAXES DEPARTMENT

76. The following revised scales are recommended for the main categories of posts in the Department:—

Commercial Tax Officer		Rs. 260—780
Assistant Commercial Tax Officer		Rs. 230-500
Inspector of Commercial Taxes	•••	Rs. 150-300

- 77. The present distinction in the scales of pay of Junior and Senior Branch Officers of O. F. S. should be retained and two district cadres as at present kept but the extent of differences existing at present in pay scales of these two services be reduced to relate the pay of the officers to their position in the examination as well as to responsibilities shouldered by them.
- 78. There is need for improving the promotion prospects of Commercial Tax Inspectors. A selection grade in the scale of Rs. 250—375 should be created for them at the rate of  $12\frac{1}{2}$  per cent of the total strength of the post of Inspectors.

#### **EXCISE DEPARTMENT**

79. The following revised scales are recommended for the main categories of posts special to the Department:—

Excise Peon	Rs. $50 - 65$
A. S. I.	Rs 80-135
Sub-Inspector	. Rs. 155—190
Inspector	Rs. 195—385
Superintendent of Excise	Rs. 260—780

80. In order to provide adequate promotion prospects for Excise Superintendents a selection grade post at the rate of 12½ per cent of the post of Superintendent of Excise should be created in the scale of Rs. 700—860.

#### EDUCATION DEPARTMENT

- 81. It is necessary to so revise the scales of pay of teachers that not only teachers are recruited according to requirement but teachers of requisite calibre are also forthcoming as it is on the standard of attainment and equipment of teacher that the quality of education depend.
  - 82. The revised scale for the lowest category of teacher should be Rs. 65 85
- 83. Higher elementary trained and junior trained non-matriculate teachers should be given the revised scale of Rs. 70 -95.

Untrained matriculate and trained matriculate teachers should be given the revised scale of Rs. 80—135 and Rs. 100—155.

Untrained Intermediates should be given the same scale as trained matriculates.

Trained Intermediate teachers should be given the scale of Rs. 115-180.

Untrained and trained graduate teachers should be given the revised scale of Rs. 115—220 and Rs. 185—325 respectively.

Graduate teachers with C. T. qualification should be given the revised scale of Rs. 125-220.

- 84. The Headmasters of A and B type High Schools should be given a separate scale in order to provide them with better incentive and adequate promotion prospects to teachers and the present practice of appointing them in the scale of graduate teachers (trained) and giving them special pay should stop.
  - 85. The revised scale for the Headmasters should be Rs. 250—425.
- 86. The teachers with post-graduate qualification in Higher Secondary Schools should be given the revised scale of Rs. 230—540.
- 87. The Headmasters of Zilla Schools should be given the revised scale of Rs. 260—780.
- 88. It is desirable to have common scale for all categories of posts in the basic education and general education.

The revised scales of pay of various grades of teachers in the basic education side should be same as for corresponding posts in the general line.

- 89. It is desirable to have interchangeability in the posts on general line and Inspectional side and the scales of pay for various categories of post in the Inspectorate should be same as suggested for corresponding post in the general line.
- 90. The revised scale for Inspecting Moulvi and Special Inspecting officer for Mohammedan Education should be Rs. 100—155 and Rs. 185—325 respectively.
- 91. The revised scales for Assistant Superintendent, Sanskrit Studies and Superintendent, Sanskrit Studies should be Rs. 185—325 and Rs. 260—780 respectively.
- 92. There should be parity in the scales of pay of all posts including Intermediate trained Physical Instructor on Physical Education sides with the scales recommended for various posts on the general line.
  - 93. The revised scale for Lecturers in Colleges should be Rs. 260-780.

- 94. A few floating posts in the cadre of readers and professors should be created to be given to teachers in certain subjects not on the basis of need but on the basis of outstanding achievement in the field of education and research.
- 95. There should be token differences in the pay scales of various posts in Aided Educational Institutions and comparable posts, under the State Government except in case of primary teachers.
- 96. The teaching staff in Aided Educational Institutions besides getting pay in the revised scale should be given D. A. on the same rates as recommended for employees of State Government.
- 97. Teachers in Primary Schools in Aided Educational Institutions should get D. A. like any other categories of post at the same rates as recommended by us for other categories of posts.

#### FISHERIES DEP ARTMENT

98. The revised scales for main categories of post special to the Department are-

(ZROPEZHEED)		
	••	Rs. 260—780
VIII. 19	•	Rs. 260—540
YAYVAY	• •	Rs. 260—540
	• •	Rs. 215—425
	. •	Rs. 215—425
सन्यमेव जयते		Rs. 125—190
	• •	Rs. 80—120
	••	Rs. 6580
	भूगी प्रति स्थापन जयते	स्थापेन जयन

# FOREST DEPARTMENT

99. The following revised scales are recommended for main categories of posts special to the Department:—

Untrained Forest Guards	• •	Rs. 50—65
Trained Forest Guards	,	Rs. 55—70
Forester	• •	Rs. 95—135
Deputy Ranger		Rs. 115—160
Ranger	• •	Rs. 185 – 300
Assistant Conservator	. •	Rs. 260780

# 257

# GOVERNMENT PRESS

100. The following revised scales are recommended for main categories of posts special to the Department:—

Deputy Superintendent	••	Rs. 500—920
Assistant Superintendent	••	Rs. 260—780
Assistant Mechanical Engineer	••	Rs. 260—780
Overseer	••	Rs. 325—395
Head Computor-in-charge	• •	Rs. 145—195
Assistant-in-charge of Book Depot	• •	Rs. 145—195
Store Keeper	••	Rs. 145—195
Head Time Keeper	••	Rs. 145—195
Assistant Store Keeper	• •	Rs. 110—155
Section Holder	••	Rs. 155—250
Assistant Section Holder	••	Rs. 125—190
Foreman	• •	Rs. 100—155
Machine Foreman	••	Rs. 155—250
Assistant Machine Foreman	••	Rs. 125—190
Press Jamadar	••	Rs. 80—120
Binding Jamadar	••	Rs. 80—120
Binding Foreman	••	Rs. 155—250
Assistant Binding Jamadar	••	Rs. 70—95
Type Store Keeper	••	Rs. 125-190
Assistant Type Store Keeper	••	Rs. 80—120
Standing Forme Keeper	••	Rs. 80—120
Head Reader	••	Rs. 185—325
Senior Reader	• • .	Rs. 155—250
Reader-in-charge	••	Rs. 155—250
Junior Reader	••	Rs. 125—190
Revisor	• •	Rs. 110—155
Copy holder	••	Rs. 80—135
Typeoasting Operators—Monocastor	••	Rs. 100—155
Monocastor Attendant	••	Rs. 100—155

Lino Operator	Rs. 125—190
Mono Operator	Rs. 125—190
Workshop Mechanic	Rs. 100—155
Head Mechanic, Typewriting Section	Rs. 155—250
Senior Mechanic	Rs. 100—155
Junior Mechanic, T. R. S.	Rs. 80—120
Senior Compositor	Rs. 100—155
Junior Compositor	Rs. 80—120
Impositor	Rs. 70—95
Machineman	Rs. 95 –135
Machine Flyboy	Rs. 70—95
Senior Treddle Mechineman	Rs. 95—135
Junior Treddle Machineman	Rs. 70—95
Time Work Checker	Rs. 110—155
Paper Issuer	Rs. 70—95
Packer	Rs. 65—85
Senior Grade Binder	Rs. 70—95
Junior Grade Binder	Rs. 65—85
Assistant Overseer	Rs. 215-280
Type Supplier	Rs. 70-95
Galley Proof Pressman	Rs. 70 - 95
Forme Carrier	Rs. 50—65
Lead and Roller caster	Rs. 65—85
Distributor	• Rs. 70—95
Inkman	<b>■</b> Rs. 55—70
Press Flyboy स्वयम्ब ज्यने	Rs. 55—70

# GRAMA PANCHAYAT DEPARTMENT

101. The revised scales of pay for main categories of posts are as follows:—

Grama Panchayat Organisers .. Rs. 230—500
Grama Panchayat Supervisors .. Rs. 150—325
Audit Inspector .. Rs. 115—160

102. HINDU RELIGIOUS ENDOWMENT COMMISSIONER OFFICE The revised scale for the post of Inspector, Endowment, should be Rs. 155—250

# INDUSTRIES DEPARTMENT

103. The revised scales of pay for main categories of posts are as follows:—

Assistant Director of Industries	Rs. 260—780
Industries Engineer •	Rs. 260—780
Industrial Chemist	Rs. 260—780
Publicity Officer	Rs. 260—780
Assistant Inspector of Training	Rs. 260—780
District Industries Officer	Rs. 260—780

Leather Technologist	Rs. 260—780
Ceramic Technologist	Rs. 260—780
Pilot Project Officer	Rs. 260540
Statistician	Rs. 260—540
Junior Lecturer, Orissa School of Engineering	Rs. 260—780
Assistant Lecturer in Mathematics, Science	Rs. 185—325
Foreman	Rs. 150—300

### JUDICIAL DEPARTMENT

104. In recognition of the status accorded to High Court in the Constitution the existing practice of granting to the staff in the High Court same scales of pay as allowed to their counterparts in the Secretariat should continue.

105. The revised scales of pay for main categories of posts of the staff of the High Court are recommended as below—

Superintendent .. Rs. 350—440 Junior Superintendent .. Rs. 300—395

Private Secretary and Judgment Writer to Chief Justice Rs. 250—375 plus suit a b 1 e

spec i a l pay.

 Judgement Writer
 .. Rs. 250—375

 Munsif
 .. Rs. 260—780

## JAIL DEPARTMENT

106. The revised scales for main categories of posts special to the Department should be as follows:—

Superintendent of Jails (Whole-time) Superintendent, Rs. 260—780 Central After-care Home.

Jailors, After-care Officer in District After-care Home Rs. 215—425 and Prison Welfare Officer.

Assistant Jailor .. Rs. 155—235 or

Rs. 125—220 de p e nd i n g up on the qualifications prescribed.

 Chief Head Warder
 ... Rs. 95—135

 Head Warder
 Rs. 70—95

 Warder
 Rs. 60—75

#### LABOUR DEPARTMENT

107. The revised scales for main categories of posts special to the Department should be as follows:—

Assistant Labour Commissioner .. Rs. 260—780
Inspector, Boiler and Inspector of Factories .. Rs. 260—780
Labour Officer .. Rs. 260—540

Assistant Labour Officer	• •	Rs. 215—425
Welfare Organiser	••	Rs. 155—235
Instructor ( male )	•••	Rs. 100—155
Lady Instructor	••	Rs. 100-155

108. The post in the factory branch of the Directorate should be included in the cadre of Works Department.

# MARKETING DEPARTMENT

109. The following revised scales for main categories of posts special to the Department are recommended:—

Regional Marketing Officer	• •	Rs.	260—780	
Superintendent, Standards Laboratroy	• •	Rs.	260—780	
Statistician	••	Rs.	260—540	
Inspector, Weights and Measures	٠.	$\cdot Rs_{\bullet}$	125—190	
Marketing Supervisor	-	Rs.	185—300	
Market Reporter		Rs.	80135	for Matriculate
	18	Rs.	70—95	for Non-Matriculate
Manual Assistant		Rs.	4860	

110. The promotion prospects for Inspectors, Weights and Measures, are inadequate and a selection grade in the scale of Rs. 155—250 at the rate of 12½ per cent of the total strength of Inspectors should be created.

# MEDICAL AND PUBLIC HEALTH

- 111. While revising the pay scales of post in this department it should be borne in mind that the scope of private practice is on the increase and position in the State regarding availability of Graduate is yet far from satisfaction and that it will not be in the public interest to debar general body of Medical Officers from private practice at this stage.
- 112. The following revised scales are recommended for main categories of posts special to the department—

Assistant Surgeon	• •	Rs. 250—540
Selection grade for Assistant Surgeons	• •	Rs. 460—600
Fharmacists	••	Rs. 100—155
Dai	• •	Rs. 60-75
Midwife	• •	Rs. 90—150
Male Nurse	• •	Rs. 110-195
Auxiliary Nurse	• •	Rs. 95—135
Nurse Tuitor	• •	Rs. 125-220
Staff Nurse	•••	Rs. 110-195
Nursing Sister	• •	Rs. 155-235
Sister Tuitor	• •	Rs. 185300
Matrons	0.0	Rs. 300-395

113. The revised scale of Rs. 110-155, Rs. 125-220 and Rs. 150-300 are recommended for posts for which qualification of Ayurvedacharya, Astang Ayurveda and D. A. M. S. are required.

#### PUBLIC HEALTH

- 114. There should be only one grade of Assistant Surgeons, Public Health, in which recruitment should be made and the revised scale for it should be Rs. 370-780.
- 115. There should be a selection grade of Rs.620—850 for these posts and posts in selection grade should be created at the rate of 25 per cent of the total cadre strength of Assistant Surgeons and selection grade should be given to posts carrying higher and more responsible duties than attached to the post of Assistant Surgeon, Public Health.
- 116. Assistant Surgeon, Grade III, who are continuing should be given the revised scale of Rs. 150-300.
  - 117. The Health Inspector should be given the revised scale of Rs. 100 -155.
- 118. The promotion prospects for Health Inspectors are limited. A selection grade of Rs. 125—190 at the rate of 12½ per cent of the post in the cadre of Health Inspectors should be created.
- 119. The practice of appointing Special Health Inspector and allowing them special pay should be stopped.
  - 120. The revised scale for vaccinators should be Rs. 70-95

- 121. The revised scale for the post of Assistant Analytical Chemist should be Rs. 230—540.
- 122. The revised scale for the post of Analytical Chemist should be Rs. 260—780.
- 123. The revised scale for Bacteriologist and Pathologist should be Rs. 620-850.

# MINING DEPARTMENT

124. The revised scales for the main categories of posts special to the Department should be as follows:-

Mining Officer	Rs. 260—780
Geologist	Rs. 260—780
Analytical Chemist	Rs. 260—780
Assistant Mining Officer	Rs. 215—425
Assistant Geologist	Rs. 215—425
Mechanical Engineer	Rs. 260—780 If held by graduate in Engineering.
·	Rs. 185—300 If held by Diploma- holders in Engi- neering.
Draftsman ••	Rs. 115160
Draftsman and Head Draftsman	Rs. 150—300
Drill Operator	Rs. 125—220
Supervisor	Rs. 150—300
Senior Surveyor	Rs. 185300

Junior Surveyor		Rs.	110—155
Senior Inspector	•	Rs.	185—300
Junior Inspector	• •	Rs.	110—155
Laboratory Assistant (Graduate)	•••	Rs.	150—300
Surveyor Instructor		Rs.	150—300
Workshop Foremam	••	Rs.	150—300
Workshop Inspector	•••	Rs.	125—220
Demonstrator	••	Rs	125—220
Store-keeper	••	Rs.	80—135
Sampler .		Rs.	65— 85
Lecturer of Technical and non-Technic subjects, Orissa School of Mining Engineering		Rs.	260 780

# HOME (P. R.) DEPARTMENT

125. The revised scales for main categories of posts special to the Department should be as follows:—

Assistant Director of Public Relations	Rs. 260—780
Production Officer	Rs. 260-540
Assistant Public Relation Officer	Rs. 260-540
Additional Production Officer	Rs. 260—540
District Public Relations Officer	Rs. 260—540
Information Officer and Tourist Information Officer	Rs. 260-540
Film Officer	Rs. 260-540
Producer of films	Rs. 260-540
Oriya Translator	Rs. 260540
Assistant Tourist Information Officer and Information Officer.	Rs. 215—425
Photographer	Rsa 150-300
Photographer	Rs <sub>a</sub> 150-300 Rs <sub>a</sub> 100-155
	-
Assistant Photographer	Rs. 100—155 Rs. 185—300
Assistant Photographer  Assistant Cameraman  Senior Production Assistant and Senior Translation	Rs. 100—155 Rs. 185—300 Rs. 185—300
Assistant Photographer  Assistant Cameraman  Senior Production Assistant and Senior Translation Assistant.  Junior Production Assistant and Junior Translation	Rs. 100—155 Rs. 185—300 Rs. 185—300
Assistant Photographer  Assistant Cameraman  Senior Production Assistant and Senior Translation Assistant.  Junior Production Assistant and Junior Translation Assistant.	Rs. 100—155 Rs. 185—300 Rs. 185—300 Rs. 125—190
Assistant Photographer  Assistant Cameraman  Senior Production Assistant and Senior Translation Assistant.  Junior Production Assistant and Junior Translation Assistant.  Exhibition Officer	Rs. 100—155 Rs. 185—300 Rs. 185—300 Rs. 125—190 Rs. 185—300

Head Operator	Rs. 185—300
Operator	Rs. 95—135
Fitter	Rs. 100-155
Artist	or upon quali- Rs. 150-300 fication.
Carpenter	Rs. 80—120
Sales Assistant	Rs. 90—150
Receptionist	Rs. 90—150
Projectionist	Rs. 100—180
Store Keeper	Rs. 125—190
Librarian	Rs. 185 – 300

126. Promotion should be adopted as a method of filling up of posts in better higher scales of pay in the department to avoid stagnation in case of posts of District Public Relations Officers and equivalent posts.

# POLICE DEPARTMENT

127. The following revised scales are recommended for the main categories of posts employed in various branches of the department:—

#### General-

Constable		ľ	Rs.	6075
Havildar	Trains and		Rs.	7095
A. SI.	सत्यमेव जयत	••	Rs.	80135
Sub-Inspector			Rs.	155-235
Inspector			Rs.	215-4 <b>2</b> 5
Deputy Superintendent		, ,	Rs.	260 780

- 128. Reserve Police—The pay scales for various categories of posts in this branch should be at par with pay scales recommended for corresponding posts in general line except in case of Reserve Inspector and Sergeant for whom the revised scale should be Rs. 280—445 and Rs. 215—350 respectively.
- 129. Railway Police—The revised scales should be at par with the revised scales recommended for various categories of posts in the general branch.

Military Police—The following revised scales are recommended —

Assistant Commandant		• •	Rs. 260—780
Reserve Inspector		••	Rs. 280-445
Subedar	1	••	Rs. 215—425
Sergeant		• •	Rs. 215-350

Jamadar	••	Rs.	155-235
Havildar-Major		Rs.	80 - 135
Havildar	••	Rs.	70 - 95
Naiks	••	Rs.	6580
Lance Naiks and Sepoys	• •	Rs.	6075

- 131. Police Wireless Grid and Police Motor Transport Workshop Branch—The scales for posts in this branch should be fixed on the basis of qualification and technical knowledge and skill possessed by them and not merely on the basis of parity with scales of pay of posts in the police line.
- 132. C. I. D.—The revised scale for various posts in this branch should be same as recommended by us for corresponding posts in this general line.
- 133. The present distinction in the pay scales of Reporter Sub-Inspectors and Inspector and Investigation Inspector and Sub-Inspector should be removed.
- 134. Police Training Colleges The revised scales for various posts in the college should be same as recommended by us for corresponding posts in other branches.
- 135. Pigeon Carrier Service and Police Band—The revised scales for various posts in these branches should be same as recommended for their counterparts in the general line.
- 136. Orissa Fire Service—The pay scales for various posts in Orissa Fire Service Organisation should not be fixed on the basis of parity of the scales allowed for various categories of post but only a broad comparison with pay scales of posts in Police should be made while fixing their pay scales.
- 137. Special pay at present allowed to various categories of Fire Service personnel should be merged in their pay scales and should not be allowed separately as at present.
- 138. The following revised scales are recommended for various posts in this organisation.

		Rs.
Assistant Fire Officer	••	Rs. 230—500
Station Fire Officer	••	Rs. 155—235
Building Station Officer	••	Rs 150—300
Assistant Station Officer	••	Rs. 100—155
Havildar-Major Mechanic	••	Rs. 100-155
Havildar Mechanic	••	Rs. 80-120
Driver Havildar		Rs. 80-120
Leading Fireman	••	Rs. 80-120
Fireman		Rs. 65—85

- 139. State Forensic Science Laboratory—The revised scales for the posts of Officers-in-charge, Forensic Laboratory, Scientific Officer and Helper Constable should be Rs. 260—780, Rs. 215—425 and Rs. 60—75 respectively.
- 140. The revised scales for various categories of ministerial posts in the department should be same as for corresponding posts in other Heads of Departments.

# PUBLIC SERVICE COMMISSION

141. The scales of pay for the staff in Public Service Commission should be a par with the scales of staff in the Secretariat.

Following revised scales are recommended for main categories of posts:—

Assistant Secretary to Commission	• •	Rs. 480675
P. A. to Chairman	• •	Rs. 250-375

# PORT ESTABLISHMENT

142. The following scales of pay are recommended to main categories of post under Paradip Port:—

_	•
Khalasi or Lascar of River and Canal-going Motor Launches.	Rs. 45—55
Khalasi or Lascar of Sea-going Motor Launches	Rs. 60—75
Khalasi or Lascar of Sea-going Vessels and Dumb barges.	Rs. 70—95
Greaser or Oilman of River and Canal-going Motor Launches.	Rs. 45—55
Greaser or Oilman of Sea-going Motor Launches	Rs. 7095
Greaser or Oilman of Sea-going Vessels, and Dumb barges.	Rs. 80—120
Assistant Driver of Sea-going Motor Vessels and Dumb barges.	Rs. 125—220
Driver of River and Canal going Motor Launches	Rs. 95-135
Driver of Sea-going Motor Launches	Rs. 125-220
Driver of Sea-going Motor Vessels and Dumb barges	Rs. 185-300
Sea-cunny of River and Canal-going Motor Launches	Rs. 60-75
Sea-cunny of Sea-going Motor Launches	Rs. 80-120
Sea-cunny of Sea-going Vessels and Dumb barges	Rs. 100-155
Tyndal of River and Canal-going Motor Launches	Rs. 60—75
Tyndal of Sea-going Vessels and Dumb barges	Rs. 115—180
Serang of River and Canal-going Motor Launches.	Rs. 70—95
Serang of Sea-going Motor Launches	Rs. 100—155
Captain of Sea-going Motor Vessels and Dumb barges.	Rs. 370—780
Assistant Director, Navigation	Rs. 260-780
Bhandari or Cook of Sea-going Motor Launches	Rs. 60—75
Bhandari or Cook of Sea-going Vessels and Dumb barges.	Rs. 70—95

#### REGISTRATION DEPARTMENT

143. The following revised scales are recommended for main categories of posts special to the department :-

> Sub-Registrar Rs. 150-300 District Registrar Rs. 350-440 Rs. 370-780 Inspector of Registration

# SUPPLY DEPARTMENT

144. The following revised scales are recommended:-

Civil Supplies Officer (Special pay of Rs. 50 per Assistant Director of Food Supplies Rs. 260 - 780

Rs. 260-780

month.)

Assistant Civil Supplies Officer Rs. 230--500 Analyist Rs. 230—500 Assistant Analyist Rs. 125-190 Supervisor Rs. 185-300 Inspector of Supplies Rs. 125-190

Assistant Inspector of Supplies Rs. 95—135

Sorter Rs. 60— 75

Anti-Smuggling Guard Rs. 45— 55

If the post of Deputy Analyist is created it should be filled in the scale of Rs. 185-300.

#### STATE SOLDIERS' SAILORS' AND AIRMENS' BOARD

- 145. The staff in the office of the State Soldiers' Sailors' and Airmen's Board should be given the heads of department scales of pay.
- 146. The Secretary in the District Soldiers' Sailors' and Airmens' Board should be given the revised scale of Rs. 150-300.

#### SETTLEMENT AND SURVEY

- 147. The general principle enunciated by us for making posts permanent should not be applied to staff in Settlement Department and instead State Government should examine whether a nucleus of Settlement staff cannot be maintained on a permanent basis and thereafter staff appointed to these permanent posts on the basis of number of years put in and need for continuation of post, etc.
- 148. Job contract staff in the Department should be given the same conditions of service as recommended by us for work-charged establishment staff and should be given time-scales of pay instead of fixed rates of pay as is the case at present.
- 149. The following revised scales of pay are recommended for main categories of posts special to the Department :-

Assistant Settlement Officer (Non-gazetted) .. Rs. 185-325 Kanungo Rs. 155-250 Head Area Estimator Rs. 125—190

Head Draftsman	••	Rs. 125-190
Assistant Head Draftsman	••	Rs. 110—155
Inspector	••	Rs. 95—135
Draftsman	••	Rs. 80—135
Amin	••	Rs. 70—95
Comparer	••	Rs. 55-70
Record Moharir and Assistant Store-keeper	• •	Rs. 55—70
Map and Peshi Moharir	••	Rs. 48-60

# TRANSPORT DEPARTMENT

150. The following revised scales are recommended for main categories of posts special to the department:—

District Transport Manager		Rs. 260—780	(If reeruited through competitive examination).
£1		Rs. 260—540	( If not so recruited )
Assistant Transport Manager	lit.	Rs. 215—425	(If recruited through P. S. C.)
gh)		Rs. 185-300	( If not so recruited )
Senior Station Master		Rs. 125-190	
Station Master		Rs. 100—155	
Assistant Station Master	यम्ब न	Rs. 80—135	
Traffic Inspector		Rs. 115—180	
Foreman	• •	Rs. 260—780	
Assistant Foreman	• •	Rs. 150-306	

# TRIBAL AND RURAL WELFARE DEPARTMENT

151. The following revised scales are recommended for various posts special to the department:—

District Welfare Officer	• •	• •	Rs. $260 - 540$
Assistant District Welfare Officer	••		Rs. 215—425
Non-gazetted Assistant District Welfa	re Officer	••	Rs. 185—300
Rural Welfare Inspector	• •	••	Rs. 110—195
Social Worker	• •	••	Rs. 100—155
Village Welfare Guide		• •	Rs. 80-120

152. The revised scales for teaching post in the department should be fixed on the basis of parity with comparable posts in the Education Department.

# VETERINARY DEPARTMENT

153. The revised scales for main categories of posts special to the department are as follows:—

Stockman	• •	••	Rs. 80—135
Stockman Supervisor, Veterinary Extension Officer, etc.	Technician,	Poultry	Rs. 120—250
Veterinary Assistant Surgeon	• •	• •	Rs. 230-500
Veterinary Inspector, Firm Superint	endent, etc.	••	Rs. 450—550
District Veterinary Officer		••	Rs. 370-780

- 154. As the promotion prospects for Stockman are in adequate a selection grade in the scale of Rs. 115-160 at the rate of  $12\frac{1}{2}$  per cent of the total strength of stockman's post should be created.
- 155. There is need for creation of selection grade for the Veterinary Assistant Surgeon at the rate of 12½ per cent of the total number of posts in the cadre of Veterinary Assistant Surgeons, and the selection grade of Rs. 450—550 is recommended.
- 156. The posts of Firms Superintendent, etc., which are at present in the scale of Rs. 225—285 should be fitted in the selection grade to be created in the scale of Rs. 450—550.

# WORKS DEPARTMENT

157. The revised scales for various categories of post special to this Department are as follows:—

Sub-Overseer	• •	सत्यमेव जयते	••	Rs. 100—155
Overseer			• •	Rs. 150—300
Assistant Engineer		••	••	Rs. 260—780

- 158. There should be a selection grade for the post of Overseer at the rate of 12½ per cent of the total number of Overseers in the scale of Rs. 250—375.
- 159. The revised scale for the post of Superintendent of Drawing Branch should be Rs. 260—780.
- 160. It should be examined whether the post of Superintendent, drawing branch can be included in the cadre of Assistant Engineer.
  - 161. There should be three grades for the post of Draftsman as below—

Draftsman,	Grade	I	• •	• •	••	Rs. 150—300
Draftsman,	Grade	II		• •	• •	Rs. 115—160
Draftsman,	Grade	Ш	• •	••	••	Rs. 100-155

- 162. The post of Head Draftsman should be in the scale of Rs. 250-375.
- 163. The revised scales of pay for the Architectural Draftsman and Assistant Architectural Draftsman should be Rs. 250—375 and Rs. 150—300 respectively.

164. The present multiplicity of scales for Store-keepers should be ended by rationalising the pay scales and prescribing only three grades of Store-keepers as below—

Store Keeper, Grade I .. Rs. 185—300
Store Keeper, Grade II .. Rs. 125—190
Store Keeper, Grade III .. Rs. 80—135

165. There need not be interchangebility in the posts of Store-keepers and those of ministerial posts except at the level of Lower Division Clerks and Store-keeper, Grade III.

166. The revised scale for Divisional Accountant should be Rs. 185—395.

### SCALES OF PAY OF LOCAL BODIES EMPLOYEES

- 167. The issue whether Local Bodies employees should be given scales of pay at par with scales for corresponding and comparable posts under the State Government or there should be difference in their scales of pay as compared with scales of pay allowed to Government servants should be decided in the light of general principles of salary determination and the tendency towards establishment of Socialistic pattern of Society and the greater responsibility which are being thrown upon the Local Bodies and the need for ensuring that the standard of work under the Local Bodies should be raised to the level obtaining under the Government so that Local Bodies work effectively and discharge their duties to public properly.
- 168. There is no case for complete removal of differences, but scope for narrowing down differences there which again cannot be done in one big leap but over a period only but the process should be initiated and over a period the differences should be removed as the resources of the local bodies develop.
- 169. The present practice of having token difference between the pay scales of Local Bodies employees and the State Government employees in general is endorsed, but in certain cases where the factors which have been urged in favour of maintaining the differences do not exist to the same extent as in other cases and in view of other considerations distinction should be removed, in case of lowest categories of posts.
- 170. The Local Bodies employees should be given minimum remuneration at the same rate as their counterparts under Government.
- 171. The Primary School teachers under Local Bodies should get the same scales of pay as their counterparts under Government.
- 172. The scales of pay of technical staff under the Local Bodies should be at par with the scales sanctioned for corresponding and comparable technical staff under the State Government.
- 173. If the resources of particular Local Bodies are small they should have smaller number of post and that while in general it is not necessary to have different scales of pay for Local Bodies of different sizes, the question of ability to pay or resources of particular Local Bodies should not be altogether ignored and there have to some posts, the scales of pay of which should be determined on larger and smaller resources and size of particular local body.
- 174. There is at present bewildering variety of designations for posts under Local Bodies which is not desirable and designations should be standardized.

- 175. Dearness allowance should be merged in the pay scales of Local Bodies employees and they granted dearness allowance in the same manner and at the same rates as has been done by us in ease of employees of State Government.
- 176. The present distinction regarding grant of dearness allowance between the primary school teachers and other categories of employees is unjustified and recommend that they should get dearness allowance at the same rate as will be given to other categories of employees.
- 177. Government has interest in the maintenance of efficiency of services under Local Bodies as the nature of function assigned to them bring them into close contact with the public than in the case of some of the employees of the State Government.
- 178. While some degree of responsibility for improving the pay scales and conditions of service of employees under Local Bodies has to be assumed by Government nevertheless the cost of establishment should remain the first charge on the resources of Local Bodies.
- 179. Government should not assume full responsibility for payment of othe allowances to Local Bodies employees at the same rate as allowed by them to Government servant and the present arrangement in this regard should continue but, in view of our recommendation under which major portion of existing dearness allowance has been merged in pay scales, the Government should for next five years pay their grants equal to the grants payable to them towards the cost of dearness allowance of their employees during the financial year 1960 61 and with these basic financial resources ensured, the Local Bodies should be called upon to improve the scales of pay of their employees by the offer of further grants towards a suitable portion of the cost of adopting the scales recommended by us.
- 180. State Government should consider the adoption of a scheme of recruitment to the posts under the State Government by transfer of appropriate categories of the staff of the Local Bodies.

# CHAPTER X

# FIXATION OF PAY IN NEW SCALES

- 181. When a large scale revision of scales of pay is being done it is necessary to lay down special formula for fixation of pay in the revised scale instead of leaving the fixation of pay to the operation of normal rules and grant some weightage for persons with longer service in the nature of advance increments, calculated at the rate of one increment for a specified number of years of service in the existing time scale.
  - 182. The following formula for pay fixation in revised scales is suggested:—
- (i) The present emoluments of an employee shall form the basis for fixation of his pay in the new scale when present emolument means basic pay, dearness allowances but not other allowances.
- (ii) The present emoluments of an employee as indicated above should be reduced by the amounts shown below (rates of dearness allowance suggested by us) and balance should be taken as his 'present pay' for purpose of fixation of his pay in the new soale.

Present emolument

Deduction to be made

Up to Rs. 160

Rs. 10

From Rs. 161 to 170

.. Amount sufficient to bring the present emoluments down to Rs. 150.

Present emoluments

Deduction to be made Rs. 20

From Rs. 171 to Rs. 320 Above Rs. 320

Nil

- (iii) The pay of an employee should first be fixed in the new scale at the stage next above his present pay defined above, whether or not it is a stage in the new scale or at the minimum of new scale if such pay is less than the minimum of the new scale.
- (iv) Thereafter, weightage may be allowed for all employees at the rate of one increment for every three completed years of service in their present scales of pay, subject to maximum of four increments; provided that the pay fixed for an employee in the new scale under this rule should in no case exceed what would have been admissible had he been in service on the new scale from the beginning of his service and provided further that in no case shall be increase in emoluments be less than Rs. 5 or more than Rs. 25. In cases where the increase in emoluments under the revised scale has to be limited as proposed, the pay of the employee should be fixed at a corresponding lower stage and a personal pay to be absorbed in future increments, should be allowed so as to give the employee a total increase of Rs. 25 only in his emoluments.
- (v) In cases where weightage calculated under (iv) above takes the total pay beyond the maximum of the new scales the pay shall be fixed at the maximum of new scales.

### CHAPTER XI

### HOUSING FACILITIES AND HOUSE RENT ALLOWANCE

- 183. It is only as a matter of convenience and no obligation on the part of Government that it provides accommodation to its employees. But in actual practice Government have been endeavouring to give accommodation to as large number of its employees as it reasonably can.
- 184. Ordinarily Government servants are to pay rent for residential accommodation provided to them and it is only in few exceptional cases that free residential accommodation or House Rent Allowance in lieu thereof is granted by State Government.
- 185. To avoid discontentment amongst Government servants on account of some of them being given free residential accommodation while vast majority are paying rent for the accommodation provided to them, there is need for having a set of well defined principles for regulating the grant of rent-free accommodation to Government servants. Attempts have been made by the State Government to have these principles and at present the principles are:—
  - (a) Officers and subordinates required to live in a specified locality or building who because of the nature of their duties are with some regularity called on duty at any time during the 24 hours of the day.
  - (b) Officials who in addition to the regular duties have to exercise direct supervision over resident students and have accordingly to live in close proximity to the hostel.
  - (c) Officers whose pay is fixed on the ground that free accommodation (or an allowance) is provided and who are required to live at or near their place of work e. g., care-taker of the Council House.

- 186. The fact that an officer is required to live in certain specified quarters does not necessarily justify the concession that he should be exempted from payment of rent. The only thing which he should be considered legitimately entitled to is that he should be provided with a residence and nothing beyond that.
- 187. The only consideration in accordance with which rent free accommodation should be given to Government servants is when the nature of duties attached to a post or the condition under which the incumbent of the post has to perform these duties are such that a higher pay or special pay etc. should be given but for the concession of rent-free accommodation.
- 188. The District Magistrates and Collectors in all districts should be provided with rent-free accommodation.
- 189. The existing concession regarding rent-free accommodation enjoyed by Class IV Government servants should continue with the modification that it should in view of the revised scales suggested by us be given to those drawing salary of less than Rs. 60 instead of Rs. 30 as is the case at present.
- 190. The existing practice of granting House Rent Allowance in lieu of rent free accommodation at the rate of 10 per cent of the salary of Government servants concerned in cases where a Government servant though entitled to rent-free accommodation cannot be provided with one should continue.
- 191. There is justification for grant of House Rent Allowance on account of expensiveness of a particular place.
- 192. House Rent Allowance at the following rate should be allowed to staff posted in Cuttack City and Industrial areas in the State where cost of living in general and House Rents in particular are comparatively much higher than other places in the State:—

ther places in the state.—	1.00 8 6 8 3		
Pay limit	Ho	use rent allowance	proposed
For all employees getting pay less in the new scale.	of Rs. 75 or	Rs. 5	
Above Rs. 75 but not exceedi the new scale.	ng Rs. 150 in	Rs. 7.50 nP	
Above Rs. 150 but not exceed the new scale.	ing Rs. 250 in	Rs. 10	
Above Rs. 250 but not exceed the new scale.	ing Rs. 350 in	Rs. 15	
Above Rs. 350 but not exceeding the new scale.	ing Rs. 500 in	Rs. 20	
Above Rs. 500		Nil	

- 193. Government should not undertake the obligation to provide each of its employee with residential accommodation till such time as it has sufficient buildings either leased or owned by it to fulfil the above obligation.
- 194. Government should not resort to requisitioning buildings for use by Government servant as their residential accommodation as it will not be either practical or in the larger public interest to do so.
- 195. Government should draw up a planned and properly phased programme to build its own building for residential accommodation of various categories of Government servants over a period of time consistent with the financial resources than can be spared for this purpose.

- 196. Government should encourage Government servants to build their own houses by giving loans to them freely and on favourable terms.
- 197. The existing provisions for grant-of loans for house building should be reviewed and any features in the existing rules which stand in the way of Government servants taking these loans should be removed.
- 198. There is no case for either enhancement or reduction in the existing rate of rent or extension of the concessional rate of rent of 5 per cent to Government servants drawing pay up to Rs. 150.

### CHAPTER XII

# COMPENSATORY CONCESSIONS

- 199. Compensatory allowance is given (a) in consideration of personal expenditure, (b) for loss of amenities and (c) for loss of private practice.
- 200. There should not be any uniformity regarding grant of compensatory allowance allowed to Government employees for maintaining double establishment during their period of trainings, it should be allowed with due regard to extra expenditure which a particular Government servant has to incur at a particular place and in accordance with the cardinal principle that compensatory allowance should not be a source of profit.
- 201. No city compensatory allowance should be allowed to employees of State Government at any place within the State.
- 202. Government servants posted to places at which there is comparatively greater loss of amenities and beyond a particular degree, should be allowed compensatory allowance. Such compensatory allowance may usually be 20 per cent or less of the pay of the Government servant concerned subject to the condition that in any case it is not so high as to distort the pay structure instead of mainly toning down its rigidity.
- 203. In order to avoid confusion instead of variously calling compensatory allowances granted in consideration of loss of amenities as project allowance, investigation allowance, construction allowance it will be better to call them compensatory allowance always and for facility of reference word investigation construction or project should be added within brackets, if need be.
- 204. Government should review the cases where at present allowances for remoteness of locality are being given.
- 205. Angul compensatory allowance granted to various categories of Government servants stationed at places other than the headquarters of Angul in Finance Department Resolution No. 2860-F., dated the 30th June 1942 should be discontinued.
- 206. The generality of medical officers in the State should not be debarred from private practice and the present policy of debarring holders of particular posts from private practice and allowing them compensatory allowance instead according to specific needs of the situation should be continued.
- 207. There should be uniformity in the rates of compensatory allowance allowed for loss of private practice amongst the members of the same cadre.

208. Medical Officers should be allowed compensatory allowance for loss of private practice at the following rates—

 Basic pay of Medical Officer below Rs. 200
 ...
 Rs. 50 per month

 Rs. 200—250
 ...
 Rs. 75 per month

 Rs. 251—350
 ...
 Rs. 100 per month

 Rs. 351—400
 ...
 Rs. 150 per month

 Rs. 401—500
 ...
 Rs. 200 per month

 Rs. 501 and above
 ...
 Rs. 250 per month

#### CHAPTER XIII

# TRAVELLING ALLOWANCE

- 209. Travelling allowance is a compensatory allowance and should be governed by the well recognised principle for grant of all compensatory allowances that they should not be a source of profit.
- 210. In vast majority of cases travelling all owance claims relate to journeys undertaken at the time of transfer and on tour and the main body of complaints and demands against the working of existing travelling allowance rules made before us have also been in these two respects.
- 211. It is not necessary to make changes in travelling allowances rules strictly in relation to changes in price level but only rough correspondence between the two should be maintained in order that actual reasonable expenses incurred by Government servants in travelling in the interest of public service are always reimbursed to them.
- 212. For third grade officers mileage rate should be raised from one anna four pies when journeys are performed by public bus to 12 nP.
- 213. The mileage rate for 4th grade officers should be raised from 1 anna to 9 nP.
  - 214. The mileage rate for Grade I Government Officers should be as follows:—
    - 60 nP. for the first 500 miles as against 800 miles at present.
- 50 nP. for the next 500 miles as against 400 miles beyond first 800 miles as at present.
  - 37nP. for all subsequent miles.
- 215. The daily allowance at present admissible to Grade III Government servants should be subject to a minimum of Rs. 1.25 nP. instead of minimum of Re. 1.00 inside the State and Rs. 2 outside the State.
- 216. The maximum of Rs. 4-10-8 allowed as daily allowance to 2nd Grade Officers should be raised to Rs. 5.
- 217. The daily allowance allowed to Grade IV Government servants should be raised from Re. 1 to Rs. 1-8-0 and from Rs. 1.25 nP. to Rs. 2 inside and outside the State respectively.
- 218. The rate of 6 pies per mile per maund allowed for transportation of luggage for journey on transfer when a Government servant travels by road, should be raised to 6 nP. per mile per maund.

- 219. The present practice of not allowing any loading and unloading charges should be stopped and instead loading and unloading charges at the rate of 25 nP. per maund of the luggage permissible should be allowed.
- 220. Government servants should be required to tour in Government vehicles where they have been provided with them for purposes of touring specifically subject to availability, and should be required to give a certificate when they tour in their own cars that such vehicles were not available for their use at the time of performing tour in their own cars.
- 221. Fixed travelling allowance should be fixed with reference to daily allowance, mileage to be covered, minimum days to be toured and extent of jurisdiction.
- 222. All cases of fixed travelling allowance in particular the following cases of fixed travelling allowance should be reviewed in the light of above factors immediately by State Government.
  - (1) Inspectors, Weights and Measures
  - (2) Mechanics, Typewriter Section, Government Press
  - (3) Staff in Excise Department
  - (4) Process Servers in Revenue and Judicial Departments
  - (5) Forest Guards in Forest Department.
- 223. Fixed Travelling Allowance Scheme is generally suitable for officers who can plan their tour according to definite programme and whose work is not subject to sudden emergencies calling for frequent deviations from pre-planned programme of touring and it should be retained in all cases where it exists at present and extended as far as possible to all employees whose jurisdiction is confined to a compact area and whose tours can be fairly well planned in advance.

#### CHAPTER XIV

#### WORKING HOURS, HOLIDAYS, CASUAL LEAVE

- 224. There is no scope for increase or curtailment in the total working hour prescribed for employees of State Government.
- 225. In the interest of developing the economy of the State, staff should be required to put in more intensive efforts and attempts should be made to get better output from them within the existing working hours.
- 226. In the interest of enabling the staff to put in maximum effort lunch break for half an hour during winter should be provided and office hours during winter should be 10-30 A. M. to 5 P.M. with half an hour break for lunch from 1.30 P. M. to 2 P.M. after provision for lunch break is made staff should not be allowed to leave their seats at all hours at their sweet will, and strict business like atmosphere should be maintained in Government offices.
- 227. The present system of weekly-offs in the State does not call for any change and should continue.
- 228. There is a case for curtailment in the existing number of holidays in the State and should be reduced from 35 to 21.
- 229. There should be only one optional holiday and it should be adjusted against the special casual leave of five days.

- 230. The existing extent of casual leave allowed to State Government need not be reduced and should be kept in tact.
- 231. There is a case for strict enforcement of rules and orders issued in regard to casual leave State Government should attend to it.
- 232. Public holidays falling between casual leave period should not be treated as casual leave if they are being treated so at present.

#### CHAPTER XV

# **OVERTIME ALLOWANCE**

- 233. On a number of occasions staff are being detained beyond office hours in almost all departments during certain portions of the year when there is rush of work and at present tiffin allowance or out of pocket expenses in some cases, and honorarium in others is granted to staff who are so detained.
- 234. Normally there should be no need for detaining staff beyond prescribed office hours in most offices and it is only once in a way or at best at some particular portion of the year that Government servants have to be detained beyond office hours on account of rush of work.
- 235. There should be no provision for grant of ovretime allowance in general for staff in various offices but those categories of staff who are already getting it should continue to get it
- 236. The Government House staff who have been allowed compensatory allowance in the nature of overtime allowance on a temporary basis since the year 1957 should be allowed overtime allowance on a permanent basis

# CHAPTER XVI

#### SPECIAL PAY

- 237. There is general consensus of opinion that it is difficult in actual practice to abolish special pays as such, at the same time it is equally recognised by all concerned that the practice should not be widespread and need be kept in check.
- 238. The system of special pay cannot be completely done away with but in view of the fact that the system is susceptible of being used in certain cases as an instrument for use of official favouritism, special pay should not \*be granted except when necessary conditions laid down for its granting are satisfied and it should not be so large and granted so freely as to distort the pay structure instead of merely toning down its rigidity.
- 239. The present policy of Government in general in regard to special pay should be continued and enforced vigorously.
- 240. For facilitating the proper enforcement of present policy in the present definition of special pay as contained in Rule 40 of the Orissa Service Code the word 'specific' occurring in first clause to the rule should be substituted by the word 'significant'.
- 241. In order that there is no discrimination in the grant of special pay for various posts, a Committee consisting of Chief Secretary and Finance Secretary should review the cases of special pay every five years to find out that all of them are in conformity with the conditions laid down for grant of special pay from time to time.
- 242. The existing bar on double special pay and the restriction that special pay allowed should not exceed 20 per cent of the pay drawn by the person holding the post should be removed and instead the restriction that in no case total amount drawn as special pay by a particular Government servant will exceed Rs. 250 in all should be imposed.

- 243. The existing rates at which agency or unhealthy locality special pay is allowed are reasonable and should continue without any change.
- 244. The places for which unhealthy locality special pay should be allowed, should be decided in the light of views expressed by the Director of Health Services on the basis of such objective criteria as vital statistics, incidence of particular diseases and mortality rates, etc. A review of places regards as unhealthy localities for purposes of special pay should be made every five years in consultation with the Director of Health Services, preferably by the same Committee as recommended by us for reviewing special pay cases every five years.
- 245. The present policy regarding grant of deputation allowance should be continued with the following two modifications:—
- (a) The amount drawn as deputation allowance should be subjected to the overall limit of Rs. 250.
- (b) The definition of Foreign Service should be amended to exclude Lecal Bodies, Co-operative Societies and Industrial and Financial concerns in which State Government has financial share and financial interest and grant of deputation allowance in such cases should be stopped. However persons deputed to them should be entitled to special pay like other Government servants in case the conditions laid down for grant of special pay are satisfied in the post to which they posted under these bodies.
- 246. The existing provisions for regulating charge allowance are satisfactory except that the provision regarding stopping the charge allowance beyond the period of three months in cases where an officer has held charge of an additional post for more than three months is not reasonable and should be dropped.
- 247. Dangerous duty is a justifiable ground for grant of special pay and should be incorporated in the definition of special pay which should be modified accordingly.

# CHAPTER XVII

#### LEAVE

- 248. The grant of leave to Government servant is necessary both on humanitarian and administrative grounds.
- 249. Leave to any category of Government servants should be given with regard to (1) the need for rest for the employees and (2) public interest.
- 250. Extent of leave admissible to various categories of Government servants is not uniform at present and there are two factors on the basis of which leave terms of various categories of Government servants are differentiated viz.—
  - (i) The class to which a Government servant belongs, i. e., whether Class I, Class II and Class III on the one hand and Class IV on the other;
  - (ii) The nature of service whether permanent or temporary.
- 251. Orders issued in Finance Department Resolution No. 18780-F., dated the 28th May 1960 further liberalising leave entitlements of Government servants meet most of the demands of Service Associations regarding leave and are quite adequate and we have no further liberalisation of leave terms to recommend.

252. Hospital leave should be admissible to low-paid employees as also to the Class III employees whose duties involve handling of dangerous machinery, explosive material, poisonous drugs. etc., or the performance of harzardous tasks.

Some differentiation in leave terms of different classes of Government servants is justified and even necessary.

- 253. The existing differentiation in leave terms of Class I, Class II and Class III Government servants on the one hand and Class IV Government servants on the other may continue except that differentiation in respect of drawal of leave salary should be removed and all classes of Government servants should be allowed leave salary on the same rate. The existing leave terms for temporary Government servants should be brought in line with those allowed by the Central Government to its temporary employees.
- 254. It will be in the public interest that State Government sees that Government servants not only take leave but are encouraged to do so. There are certain features in the existing rules and procedure for taking leave which do not encourage Government servants to take leave. Following steps should be taken to remove these features:—
  - (a) Government should make it clear to all concerned that leave should not be refused except in the exigencies of public work and ensure the proper implementation of this policy by making provision for Leave Reserve.
  - (b) Government should immediately examine the question of providing adequate Leave Reserves for all categories of posts including Class IV both permanent and temporary posts.
  - (c) Government servants should be allowed up to a month's leave salary in advance.
  - (d) Rules for sanctioning Earned Leave should be simplified.
- 255. Holidays should be allowed to be both prefixed and affixed and not intervene two spells of leave.

#### CHAPTER XVIII

# RETIREMENT BENEFITS

- 256. There are two main systems of retirement benefits at present admissible to Government servants in the State viz. (1) Pension and (2) Contributory Provident Fund. But vast majority of Government servants entitled to retirement benefits are under the Pensionary Scheme and there is increasing demand and preference for joining the Pension Scheme as compared with Contributory Provident Fund Scheme.
- 257. The present Family Pension Scheme in vogue in the State should be modified in all respects on the lines of the Liberalisation Scheme introduced by the Central Government in the year 1957 in all respects.
- 258. Considering the non-contributory character of the Pension Scheme there is no case for increasing the rate at which pension is allowed at present.
- 259. The maximum limit for pension should be raised from Rs. 6,750 to Rs. 8,100.
- 260. Pension is a payment made by an employer to an employee for long term relationship and loyal service rendered by him.

- 261. The question of grant of pensionary benefits to temporary Government servants has to be completely ruled out as uncertain tenure should not be followed by an assured long-term retirement benefit. However in order to mitigate hardship caused to temporary Government servant by denial of retirement benefits to them recommendations made by the Second Central Pay Commission for grant of gratuity to temporary Government servants should be adopted by the State Government.
- 262. At present half of continuous period of service rendered in a temporary post if followed by confirmation is counted towards pension. Provision should be made to count the entire period for pension in such circumstances.
- 263. There is not much scope for increase in the rate at which gratuity is given at present but the following provision may be mide.

Gratuity may be given in cases even where minimum qualifying service of 5 years is not there.

There should be minimum limit of six months pay for gratuity to be given to Government servants in case death occurs after completing one year of service and of two months pay in case death occurs within first year of service.

The prosent limit of earning full gratuity should be reduced from 34 years to 30 years.

The maximum pay for purpose of giving gratuity to an officer should be Rs. 1,800 as in the Centre.

- 264. The existing differentiation in regard to retirement benefits in Class I, Class II and Class III Government servants on the one hand and Class IV Government servants on the other should be removed and corresponding provision as made by the Central Government while removing the disparities should be made by the State Government in its rules.
- 265. There is no merit in the demand made by some ex-State personnel that they should be given the option to come over to the Pension Scheme once again.
- 266. In order to mitigate the defects of Contributory Provident Fund system it is necessary that benefits in the shape of gratuity is given to persons who are contributing to the Contributory Provident Fund and the relevent recommendation made by the Second Central Pay Commission in this regard should be adopted by the State Government and all those persons who are on the Contributory Provident Fund Scheme irrespective of the fact whether they are ex-State service personnel or not should be given the benefit of gratuity.
- 266-A. When the total period of qualifying service exceeds completed years by more than six months or six months an additional benefit of half a year's pension for the purpose of determining the quantum of pension should be given.
- 267. Officiating special and personal pay may continue to count in full in cases which it so counts at present but in other cases such pay drawn during the last three years of service should be taken into account in full or in half according to specified circumstances.
- 268. Non-practising allowance or compensatory allowance for loss of private practice given to doctors should count for pension.
- 269. Leave taken out of India should count for pension to the same extent as leave taken in India.

- 270. Scientific employees of semi-Government institutions, financed from cess or Government grants, when appointed to permanent Government service should be permitted to count in full their services in those institutions as qualifying service for pension, provided their previous employers are willing, in lieu of their contribution to the Contributory Provident Fund to pay to the Government pension contribution for the period of service with them.
- 271. To facilitate free interchange of scientists and technologists between the Government and the Universities, the pensionary contribution which the latter have to pay when they borrow the services of Government servant should be restricted to the rate at which the University contributes to the Provident Fund of its other employees.
- 272. In view of the provision regarding family pension and death-cumretirement benefit for improving which we have made certain recommendation and in view of the provision for Provident Fund the question of introducing Compulsory Insurance should wait for some time.
- 273. In the interest of needs of the economy of the State it is desirable to introduce compulsion in regard to subscription to Provident Fund but low grade Government servants getting pay in the revised scale of Rs. 60 or less may be exempted from the operation of such a scheme.
- 274. The existing differentiation between Class IV and other classes of Government servants in regard to temporary advance from Provident Fund should be removed.
- 275. The pensioners drawing pension up to Rs. 100 should be given temporary increase in pension at the following rates instead of the existing rates:—

Rs.

Pensioners drawing pension up to Rs. 20 Temporary increase in pension .. Rs. 6

Pensioners drawing pension from Rs. 21 up to Rs 60 .. Rs. 8

Pensioners drawing pension from Rs. 61 up to Rs. 100 .. Rs. 10

# **CHAPTER XIX**

#### AGE OF SUPERANNUATION

- 276. There is a clear case for raising the age of superannuation substantially above the present 55 years.
- 277. The age of superannuation should be 58 for all classes of Government servants including those for whom the retirement age at present is 60, with the reservation that persons already in service may continue up to the age of 60, if they are at present entitled to do so and there should be a permissive provision under which a Government servant can voluntarily retire at the age of 55 years and similarly Government should have the option to retire a Government servant on his attaining the age of 55 but he should ordinarily be retained in service up to the age of 60 years.

#### CHAPTER XX

#### MEDICAL FACILITIES

278. There is justification for State to provide medical facilities to its employees and their families and existing facilities should be continued. In view of the non-contributory character of existing medical facilities any improvement in them should not be made so as to increase the existing burden on the tax-payers to an extent as will cause resentment in the community.

- 279. Government should reconsider its recent decision to stop reimbursement of cost of medicines and instead supply medicine from the hospital stock; and should either ensure efficient implementation of the decision or revert to the old system of reimbursement of the cost of medicines.
- 280. The existing medical facilities compare quite favourably with similar facilities granted by the Central Government to is employees and there is not much scope for increasing or improving them on a non-contributory basis.
- 281. The question of introducing a contributory Health Scheme on the lines introduced by Government of India should be examined and the scheme should be introduced on an experimental basis at Cuttack and Bhubaneswar.
- 282. The existing definition of 'Family' for the purpose of Medical attendance and treatment should continue unaltered.
- 283. Similar concessions as enjoyed by Central Government employees for occular and dental examination and treatment should be allowed to State Government employees.
- 284. There should be provision for reimbursement of cost of blood transfusion for Government servants and their families.
- 285. Procedure laid down for Government servants for claiming or availing themselves of medical facilities extended to them should at once be both simple and free from abuse.
- 286. As provision for medical facilities is one of the important amenities undertaken to be provided by State Government to its employees, it is the duty of Government to see that the facilities provided in the rules actually reach the Government servants and all steps are taken that it discharges this duty towards its employees.
- 287. In the interest of avoiding possible abuses of the existing medical facilities neither the certificate prescribed nor the provision regarding Authorised Medical Attendant should be changed.
- 288. The strength of staff in Government Hospitals and Dispensaries should be determined taking specifically into account the number of Government servants they are likely to be called upon to attend to at a particular station and can attend consistent with their duties in the hospital towards general public, and should be improved at all places and especially at places where there is greater concentration of offices, on the above basis.
- 289. Government should examine the question of opening dispensaries at the premises of big offices such as Secretariat office for providing medical attendance and treatment to the staff under the medical attendance rules.
- 290. The existing rules and orders issued by Government for claiming medical facilities should be properly compiled by the Health Department.

#### CHAPTER XXI

## **EDUCATIONAL FACILITIES**

- 291. In principle there is nothing wrong in Government giving educational concession to its employees particularly to those in lower pay ranges.
- 292. In view of the minimum remuneration and revision of scales of pay recommended by us there is not much scope for a large amount being channeled in the shape of educational facilities and as such no educational facility in the shape of remission in full or part of the tuition fee of the children of any category of Government servants should be given.

- 293. The existing educational facilities should be continued and following further facilities should be given—
- (1) Children of Government servants who die in harness should be exempted from tuition fees up to higher secondary stage subject to satisfactory progress.
- (2) Children of Government servants should be exempted from payment of readmission fee consequent on the transfer of their parents from one place to another during the middle of academic year.
- (3) While the present practice of creating additional seats for children of Government servants transferred during the middle of the educational session should continue, the power for increasing the seats in the concerned institute should, however, be delegated, so far as increase of seats for this purpose is concerned, to the Headmaster of the institute instead of the present system of getting the sanction of higher authorities.

# CHAPTER XXII

#### SUPPLY OF UNIFORMS

- 294. There should be well-defined considerations and principles in accordance with which grant of uniforms to various categories of Government servants should be regulated.
- 295. Grant of uniforms should be necessary in case of such category of staff only as have duties involving continuous public contact and in whose case it is necessary for identification by the public and superior officers that they should bear distinctive dress or whose duties involve excessive wear and tear of clothes. Uniforms should be looked upon only as equipments necessary for efficient discharge of duties and not as perquisites to be made available to any category of Government servant.
- 296. The question of revision of scale, composition etc. of uniforms and protective clothings to employees of department like Police, Forest, Jail, Excise, Medical etc., should be examined in the light of principles enunciated by us for regulating the grant of uniforms by the Administrative Department in consultation with Finauce Department.
- 297. The existing practice of supplying uniforms to Peons working in the Secretariat and Heads of Departments but not to those working in District Offices should continue.
- 298. The present practice of giving cold weather liveries or uniforms only to Peons in Secretariat and Heads of Departments' Offices should be discontinued.
- 299. There is no case for increasing the present scale of uniforms for Peons in the Secretariat and they should continue to get only two sets of uniforms in a year.
  - 300. Farashes in all offices should not be supplied with uniforms.
- 301. Sweepers in all offices may be supplied with two sets of uniforms every year and the uniform in their case should consist of a short and a half sleeve shirt.
  - 302. Circuit House Khansamas should be supplied with uniforms.
- 303. Bungalow Chowkidar and Process Servers should not be supplied with uniforms.
- 304. Washing charges should be given to those Government servants only whom Government think will not be able to keep clothes tidy and clean, otherwise the washing charges should be raised from 50 nP. to 75 nP.

#### CHAPTER XXIII

#### TEMPORARY GOVERNMENT SERVANTS

- 305. In the nature of things some of the posts under the State Government have to be on a temporary basis. While temporary posts cannot be altogether eliminated, the number of such posts should be kept to the minimum and unless there is *prima facie* case that a particular post will not be required on a permanent basis, it should be created on a permanent basis from the very beginning.
  - 306. At present the number of temporary posts is disproportionately large.
  - 307. The problem of temporary Government servants is two-fold-
    - (a) ameliorating the conditions of service of temporary Government servants as such;
    - (b) reducing the present disproportionately large number of Government servants to a level strictly justified.
- 308. Differences in conditions of service of temporary Government servants should be removed to the extent it is possible to do so in consistency with fundamental difference in the character of temporary service as distinguished from permanent service.
- 309. The following steps should be taken by State Government to reduce the number of temporary Government servants—
- (1) Instead of the test of five years prescribe in Resolution No. 340, dated the 26th March 1950, three years, test should be prescribed for making temporary post permanent, the other conditions for making the temporary posts permanent remaining intact.
- (2) A committee should be constituted to review the implementation of the order to be issued for making posts which have been in existence for three years and are not connected with purely temporary scheme or cannot be made permanent on account of any other reason as well as to ascertain the permanent needs of such departments.
- 310. It is not necessary for the State Government to adopt the scheme for quasi-permanent Government servants as obtaining in the Government of India.

#### CHAPTER XXIV

#### WORK-CHARGED ESTABLISHMENT STAFF

- 311. The conditions of service of work-charged establishment staff are highly unfavourable as compared with those enjoyed by regular Government servants.
- 312. There are certain distinct advantages in creating certain posts on the work-charged establishment for which the practice of creating posts on work-charged establishment should be continued. Improvement of conditions of service of work-charged establishment staff should be both by way of bringing over certain categories of post on work-charged establishment to regular establishment according to a specified criterion and by prescribing better conditions of service for those who will necessarily continue to be in the work-charged establishment. Posts which have continued for five years and are likely to continue should be brought over on a permanent basis to regular establishment and given the benefit in the matter of leave, retirement henefits etc., as enjoyed by permanent employees of Government on regular establishment.

- 313. The practice of bringing over certain categories of staff to regular establishment as temporary Government servants should be stopped.
- 314. The work-charged establishment staff who will continue as such excepting the casual employees entertained on work-charged establishment, should be given the status of temporary Government servant and given all the facilities and benefits already enjoyed by the temporary Government servants and those recommended by us.
- 315. The benefit of Contributory Provident Fund which has been extended only to Bungalow Chowkidars so far should also be allowed to other categories of posts borne on work-charged establishment.
- 316. The conditions of service of work-charged establishment staff should not differ from department to department and same conditions as will be laid down for work-charged establishment staff in Works Department should apply to staff on similar establishment in other Department.
- 317. Work-charged establishment staff should be allowed time-scales of pay at par with the scale allowed for corresponding posts on regular establishment.

### CHAPTER XXV

### CONTINGENT PAID STAFF

- 318. The State Government should examine whether any more categories of post at present treated as Contingent Paid Staff can be brought over to regular establishment in accordance with existing criterion employed for the purpose and make them permanent if they are likely to continue and on such examination if it is felt necessary to keep certain post as part of the contingent paid staff, the incumbents of these posts should be treated as temporary Government servants in all respects and given all the facilities which are available to temporary Government servants and which we are recommending for them.
- 319. The benefit of Contributory Provident Fund should be given to Contingent Paid Staff.

## CHAPTER XXVI

#### PROMOTION PROSPECTS

- 320. Promotion prospects available to Government servants are regarded as very important both by the Government and the Government servants.
- 321. There are two principles of promotion, viz., (1) Seniority and (2) Merit. Although principle of promotion on merit is difficult of implementation it cannot be eschewed altogether, as one of the main objectives of sound public administration is to have maximum efficiency at least possible expense and it should not be difficult for human ingenuity to overcome the limitation inherent in the system. The existing policy of Government under which seniority by itself does not confer a claim for promotion but nevertheless is taken into account while making promotions is quite satisfactory and should be continued except that in its actual application a distinction may be made in posts in which work is of routine nature and does not call for such qualities as force of character wider, outlook etc., to the same extent as in case of other posts and in cases of former category of posts seniority may be given precedence over merit subject to elimination of unfit.
- 322. The following methods are generally followed in making promotion from one grade to another or from one service to another—
  - (a) assessing suitability on the basis of record;
  - (b) making selection on the result of competitive examination;
  - (c) judging competency by appropriate trade tests.

In practice reliance is mainly placed, however, on the method stated at (1) above.

- 323. In spite of the various points of criticism levelled against maintenance of Confidential Character Roll it is the only way in which record of the work and conduct of Government servants to judge as to suitability or otherwise for a post can be kept. The system of maintenance of Confidential Character Rolls admits of improvement and we suggest that following improvements may be made.
- (1) In all cases those who are required to write Confidential Character Rolls there should be a provision that in their Confidential Character Rolls an entry will be made by their superior officers with regard to their capacity and the manner in which they have performed their duties of making entries in the Confidential Character Rolls.
- (2) Superior officers should be asked to give further opinion and it should be impressed upon them that it is necessary that they acquaint themselves with the work of their subordinates as part of their duties.
- 324. There are widespread complaints regarding inadequacy and inequality in promotion prospects from department to department and one service to another. In general the number of posts of various grades in different departments should be determined with reference to requirements of public service and not the career prospects of Government servants but at the same time it is desirable to avoid stagnation as far as possible and provide reasonable career to every one who enters Government service. Thus in general posts open for promotion should not be created beyond the number dictated by the work to be done. In certain cases where reasonable career to Government servant cannot be ensured in accordance with this principle, some posts beyond the number justified by the work to be done may be created. This justifies the creation of post in selection grade. At present all departments are more or less kept water-tight without allowing interchangeability of employees possessing necessary qualifications and even within the same department there is no vertical movement of the staff from one level of office to the other. Again, in most cases districtwise transfers are made and transfers from one district to another are not made. All these factors have combined to aggravate the problem of creation of adequate promotion prospects for various categories of employees and accentuate the inequality of promotion prospects especially when there has been uneven expansion of departments.
- 325. The scope for horizontal movement of staff from one department to another is extremely limited and it will not be in the best interest of efficiency to rotate staff between different departments especially in these days when there is increasing specialisation of work and there should not be any extension of horizontal movement of staff beyond what exists at present.
- 326. As regards vertical movement within the same department all restrictions regarding interchangeability of staff should be removed forthwith, if the persons possess necessary qualifications.
- 327. As regards practice of making districtwise appointments although it is a wholesome rule that so far as possible employees especially in the lower pay ranges should be posted in or near their own native places and transfers should be made in absolutely necessary cases in the interest of public services. Promotions should not be restricted to one district. A common cadre of Upper Division and higher posts should be created in each Division whereas the Lower Division clerks should be organised in districtwise cadres.

- 328. While fixing salaries of promoted officers in the higher scale due weight should be given to the additional responsibilities and they should get a minimum financial benefit on promotion.
- 329. In cases of all categories of Government Servants on promotion a Government servant's pay should be so fixed that he gets a minimum benefit of 10 per cent over his pay to the lower post.

#### CHAPTER XXVII

## GOVERNMENT SERVANTS' CONDUCT RULES

- 330. The conduct rules exercise vital influence on the general conditions of service and Government servants are rightly concerned about the standards of conduct expected from them and restrictions and prohibitions imposed upon them.
- 331. In the nature of special relationship of a Government servant and the Government and also in view of the position of influence and power which Government servants come to occupy by virtue of their holding certain posts under the Government it is necessary that Government should lay down certain standards of conduct appropriate to the nature of their calling and restrict or prohibit their activities to the extent necessary to ensure integrity, efficiency, etc., but these should be reasonable. There should be change in the present approach of a general bar on public expression of opinion by Government servant and then to provide some exception to recognition of general freedom of intellectual expression and providing for only such restrictions as are necessary to meet the requirements of public services and necessary changes in the existing rules in the light of above approach should be made.
- 332. The word "occasional" occurring in Rule 6 of the Conduct Rules, 1959 should be dropped.
- 333. Rules 7, 11, 14, 28, 31, 19 and 21 of the Conduct Rules are reasonable and do not need any modification. The provisions of Rule 26 of Conduct Rules are reasonable and do not need any modification except that the phrase in any manner to which objection has been taken by Federation of Ministerial Officers Association may be substituted by "in any public work".
- 334. The provision of Rule 5 of the Government Servants Conduct Rules are reasonable and do not need any modification except that the word 'communal' occurring in the rule should be defined to exclude charitable, religions and benevolent activities on the part of Government servants.
- 335. Membership of an unrecognised Association should not as such be a disciplinary offence but there should be provision that a Government servant would be required to withdraw his membership from an Association on pain of disciplinary action if an Association indulges in activities which members are prohibited from indulging individually.
- 336. Rules for Recognition of Service Association should be conceived and recognition granted in a liberal spirit.
- 337. A general revision of rules for recognition of Service Association at present in force in the State and revision of Rule 9 of these rules in particular should be undertaken by the State Government in the light of above two observations regarding membership of Association of Government servants.
- 338. The right of strike or threat to strike should not be given to the Government servants but instead an adequate machinery for conduct of negotiation for the redress of grievance; and settlement of disputes between Government servants

and Government should be set up and there should be provision for compulsory arbitration for unresolved matter regarding conditions of service and rules of remuneration, etc.

- 339. Provision of Rules 12 and 13 of Conduct Rules are satisfactory and reasonable and do not need any change or modifications.
- 340. The words "decorum of conduct" occurring in Rule 3 of the Conduct Rules, 1959 should be substituted by the words "reasonable propriety of conduct"

#### CHAPTER XXVIII

## **DISCIPLINARY PROCEEDINGS**

- 341. In formulating and examining provisions for disciplinary proceedings the aim should be given protection to Government servents by granting them reasonable security of tenure and to protect the State (employer) by ensuring quick and just methods of dealing with inefficiency and indiscipline.
- 342. There is apparent conflict between the two objectives, viz., the necessity on the part of the State Government to have a reserve of rules to get rid of public servents when the exigencies of public administration so requires and the necessity of maintaining reasonable degree of security of tenure in order to draw the best available talent to the services and keeping their morals.
- 343. The most important provision with regard to disciplinary proceedings is that nobody should be punished without being given reasonable opportunity of being heard.
- 344. The peresent position is that while all Government servents against whom any disciplinary proceedings is proposed to be taken are required to be afforded reasonable opportunity to explain, only in case of dismissal, removal or reduction in rank there is additional provision for giving adequate opportunity for showing cause against the action proposed to be taken.
- 345. Statutory guarantees regarding disciplinary proceedings as they stand at present are quite adequate and no improvement in this regard is called for.
- 346. The words "as far as possible and practicable" occurring in Stage I of the Home Department Resolution, dated the 23rd January 1954 to which objection has been taken by Federation of Ministerial Officers' Association need not be deleted.
- 347. No provision to the effect that a disciplinary inquiry against a Government servant should not be conducted by the immediate superior of the Government Servant to be proceeded against or by an officer at whose instance the inquiry was initiated need be made as present provision to ensure fair and impartial inquiry are quite adequate.
- 348. The present provision regarding withholding appeals by an authority not lower than the authority from whose order it is preferred should be modified by providing that in such cases only the superior authority should have the power to withhold the appeal.
- 349. Different procedure as laiddown at present for conducting inquiry into cases where major and minor punishments are to be awarded may continue to be followed and it is not necessary to abolish the persent distinction as demanded by the Orissa Federation of Ministerial Officers' Association.

- 350. It is not possible to lay down an exhaustive list of cases in which suspension should be resorted. The present instructions in regard to avoiding indiscriminate resort to suspension are adequate. The situation will further improve if the provision made in the Revised Classification Control and Appeal Rules of Government of India in regard to suspense are also adopted by State Government.
- 351. It is not possible for Government to lay down that in all cases unexceptionally disciplinary proceedings should be brought to an and within a particular time limit but at the same time it should not be difficult to lay down and enforce that normally a particular time limit should be observed.
- 352. Existing proceeding for speedy conduct of disciplinary proceedings should be properly enforced.
- 353. The present provision in the Orissa Service Code for varying the rate of subsistence allowance according as delay in completing the disciplinary proceedings is attributable either to Government or Government servants concerned are quite salutary and reasonable and should be retained.
- 354. The present provisions regarding payment of pay for the period, a Government servant remain suspended pending the completion of disciplinary proceedings against him and treating this period as duty are reasonable and do not call for any change.



290 STATEMENT No. 1

# SECRETARIAT

Serial No.		Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
1	Sweeper	Rs. 16—22	Rs. 45 55
2	Mali	Rs. 16—22	Rs. 45-55
3	Farash-cum-Waterman	Rs. 16—22	Rs. 45—55
4	Choukidar	Rs. 16—22	Rs. 45—55
5	Farash	Rs. 16-22	Rs. 45—55
6	Night Watchman	Rs. 16—22	Rs. 45—55
7	Cleaner	Rs. 18—24	Rs. 45—55
8	Office Peons, Store Attendants	Rs. 18—24	Rs. 45—55
9	Orderlies, Helpers	Rs. 18—24	Rs. 45–55
10	Literate Peons	Rs. 21—29	Rs. 48—60
11	Daftries, Jamadars	Rs. 24—34	Rs. 50—65
12	Record Supplier	Rs. 26—38	Rs. 55—70
13	Treasury Sarkars	Rs. 2638	Rs. 55—70
14	Mali	Rs. 30—39	Rs. 60—75
15	Fieldman, Poultry	Rs. 30—39	Rs. 65—80
16	Pasting Clerks (Non-Matric)	Rs. 34—44	Rs. 65 50
17	Caretaker, Utkal Bhawan	Rs. 50—90	Rs. 80—135
18	Physical Training Instructor in the Orissa Administrative Training School.	Rs. 45-65	Rs. 70—95
19	Driver	Rs. 45—65	Rs. 80—120

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
20	Assistant Mechanic, Political and Co-ordination Department.	Rs. 45—65	Rs. 70-95
21	Typist	Rs. 50-90 (Starting pay Rs. 56.)	Rs. 80—135 (Starting pay Rs. 95.)
22	Caretaker-cum-Store-keeper	Rs. 50—90	Rs. 80—135
23	Lower Division Clerks and Poultry Clerks, Tribal and Rural Welfare Department.	Rs. 50—90	Rs. 80—135
24	Clerk-cum-Typist, Supply Department.	Rs. 5090	Rs. 80—135
25	Assistant Caretaker	Rs. 50—90	Rs. 80-135
26	Copyist, Revenue Department	Rs. 50—90	Rs. 80—135
27	Pasting Clerks ( Matric )	Rs. 50—90	Rs. 80—135
28	Junior Recorders, Diarists	Rs. 50—90	Rs. 80—135
29	Librarian, Planning and Co-ordination Department.	Rs. 50—90	Rs. 90-150 (Should be included in the Minist erial Cadre of the Department).
30	Junior Record Clerks, Central Record Room.	Rs. 55—95	Rs. 90—150
31	Upper Division Clerk and Store- Keepers, Tribal and Rural Welfare Department.	Rs. 55—95	Rs. 110—155
32	Driver-cum-Operator, Trib a l and Rural Welfare Department.	Rs. 60—90	Rs. 95—135
33	Head Driver, Home Department	Rs. 60—90	Rs. 95—135

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Com- mittee
1	2	3	4
34	Lower Division Assistants, Secretariat.	Rs. 60—110	Rs. 90—150 (Four advance increments in cases of Graduates).
35	Lower Division Accounts Clerks	Rs. 60—110	Rs. 90-150 (Four advance increments in cases of Graduates).
36	Assistant Librarian	Rs. 60—110	Rs. 115—160
37	Building Inspector	Rs. 70—100	Rs. 100—155
38	Draftsman-cum-Estimator	Rs. 70—100	Rs. 100—155
39	Sub-Overseer	Rs. 70—100	Rs. 100—155
40	Senior Recorders and Diarists	Rs. 70-100	Rs. 110155
41	Upper Division Clerk-cum-Accountant, Accounts Training Schools.	Rs. 70—100	Rs. 110—155
42	Assistant Record-keeper, Public Works Department Secretariat.	Rs. 70—140	Rs. 125—190
43	Senior Grade Typist	Rs. 85-115	Rs. 115—160
44	Grade III Stenographer	Rs. 85—115	Rs. 115—160
45	Poultry Overseer	Rs. 85—155	Rs. 120—250

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
46	Senior Record Clerks	Rs. 90—120	Rs. 125—190
47	Grade II Assistant, Tribal and Rural Welfare Department.	Rs. 90—120	Rs. 115—180
48	Grade II Upper Division Assistant, Seoretariat.	Rs. 100—150	Rs. 125—190
49	Upper Division Grade II Accounts Clerks, Secretariat.	Rs. 100—150	Rs. 125—190
50	Stenographer, Grade II	Rs. 100—150	Rs. 145—195
51	Proof Reading Assistant, Law	Rs. 100—150	Rs. 125—190
52	Department. Caretaker, Orissa Bhawan	Rs. 100—150	Rs 125—190
53	Junior Auditor	Rs. 100—150	Rs. 125-190
54	Senior Caretaker	Rs. 125 185	Rs. 155—250
55	Gazette Assistant, Law Department	Rs. 125—185	Rs. 155250
56	Grade I Assistant, Tribal and Rural Welfare Department.	Rs. 125—185	Rs. 155—250
57	Assistant Record Keeper, Secretariat	Rs. 125—185	Rs. 185—300
58	Librarian, Law and Home Departments.	Rs. 125—185	Rs. 185—300 or Rs. 215—425 (depending upon whether a Graduate with diplomain Library Science or only a Graduate without any diplomain Library Science is appointed. The higher scale should be given to Graduates with dip- lomain Library Science.)

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
59	Butler, Orissa Bhawan	Rs. 125—185	Rs. 155—250
60	Divisional Accountant	Rs. 130—355	Rs. 185—395
61	Stenographer-cum-Grade I Assistant	Rs. 155—235	Rs. 185—325
62	Grade I Assistant Secretariat	Rs. 155—2 <b>3</b> 5	Rs. 185—300
63	Cypher Assistant, Home (Special) Section.	Rs. 155—235	Rs. 185-300
		Rs. 155—235	Rs. 185—300
64	Grade I Accounts Clerk Special Assistant, Translator, Planning and Co-ordination Department.	Rs. 155—235	Rs. 185—300
66	Senior Auditors	Rs. 155—235	Rs. 185300
67	Poultry Officer	Rs. 155—235	Rs. 195—385
68	Grade I Stenographer	Rs. 155 –250	Rs. 185—325
69	Mechanical Supervisor, Planning and Co-ordination Department	Rs. 155—250	Rs. 185—300
70	Legal Assistants, Supply and Law Departments.	Rs. 165—410	Rs. 195—450
71	Record-keeper, Public Works Department Secretariat.	Rs. 185—235	Rs. 300395
72	Senior Accountant, Tribal and Rural Welfare Department.	Rs. 185—235	Rs. 230—310
73	Personal Assistants, Grade II	Rs. 155—250 (plus special pay	(Plus special pay
74	Superintendent of Stenographers and Personal Assistant, Grade 1.	(Starting pay	as at present). Rs. 230—500 (Starting pay
75	Chief Auditor, Tribal and Rural Welfare Department.	Rs 275). Rs. 175—350	Rs. 340). Rs. 230—500
76	Record-keeper, Secretariat	Rs. 175—350	Rs. 350—440
77	Second Translator, Law Department.	Rs. 205—300	Rs. 300—395

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
78	Junior Head Assistant	Rs. 235—300	Rs. 300—395
79	Junior Accountant	Rs. 235—300	Rs. 300—395
80	Special Assistant Translation, Law Department.	Rs. 235—300	Rs. 300—395
81 ·	Special Assistant, Planning and Co-ordination Department.	Rs. 235—300	Rs. 300—395
82	Senior Head Assistant	Rs. 300390	Rs. 350—440
83	Senior Auditors, L. F. Audit	Rs. 300-390	Rs. 340—550
84	Senior Accountants, Secretariat	Rs. 300—390	Rs. 350—440
85	Superintendent for Translation, Law Department.	Rs. 310 - 435	Rs. 350—475
86	Registrars	Rs. 410—485	Rs. 450—550
87	Assistant Secretaries	Rs. 450—600	Rs. 480—675
88	Under-Secretaries (when filled up by promoted Ministerial Officers).	Rs. 450—600 (plus special pay of Rs. 150)	Rs. 480—675 (plus special pay as admissible to members of other services holding the post of Under-Secretaries).
89	Deputy Assistant Examiner, L. F. Audit.	Rs. 200—700	Rs. 260—780
90	Assistant Director (Research) Tribal and Rural Welfare Department.	Rs. 200—700	Rs. 260—780
91	Assistant Engineer, Tribal and Rural Welfare Department.	Rs. 200—700	Rs. 260780
92	Assistant Chief Electoral Officer	Rs. 410—485	Rs. 450—550
93	Special Officer, Home Department	Rs. 410485	Rs. 450—550

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
	ACCOUNTS TRAIN	ING SCHOOL	
94	Senior Instructor, Accounts Training School.	Rs. 200—700   (Plus special pay of 20 per cent of pay subject to maximum of Rs. 75).	Rs. 260—780
95	Instructors, Accounts Training School.	(1) Rs. 175—380 (Plus 20 per cent of special pay).	Rs. 230—500
	्रिश् स्थमेव	(2) Rs. 200—380 (Plus 20 per oent of special pay). (3) Rs. 200—500 (Plus 20 per cent of special pay). (4) Rs. 210—380 (Plus 20 per cent of special pay).	Rs. 260—780 for Senior Instructors.  Rs. 230—500 for Junior Instructors.
	ORISSA SECRETARIAT	TRAINING SCHO	OOL
96	Principal	Rs. 450—600	Rs. 480—675
97	Instructors	Rs 300—390	Rs. 350—440
	ORISSA ADMINISTRATIV	E TRAINING SCI	HOOL
98	Lecturers	Rs. 200—700	Rs. 260780
99	Administrative Officer	Rs. 155—235	Rs. 185—300
100	Grade I Assistant	Rs. 125—185	Rs. 155—250
101	Accountant	Rs. 125—185	Rs. 155—250

	· · · · · · · · · · · · · · · · · · ·	<del></del>		7
S1. N <b>o.</b>	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
	CONTIN	GENT PA	AID STAFF	· · · · · · · · · · · · · · · · · · ·
1	Poultry Attendant	•• [	Rs. 35 fixed	Rs. 45—55
2	Cook		Rs. 35 fixed	Rs. 45—55
3	Mess servants	••	Rs. 25 fixed	Rs. 45—55
4	Ward Boys	• •	Rs. 35 fixed	Rs. 45—55



298
STATEMENT No. 2
ASSEMBLY DEPARTMENT

SI. No.	Name of the po	ost	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
1	Seasonal Farash		Rs. 16—22	Rs. 45—55
2	Choukidar	••	Rs. 16-22	Rs. 45—55
3	Sweeper		Rs. 16—22	Rs. 45—55
4	Farash	45	Rs. 16—22	Rs. 45—55
5	Seasonal Peon		Rs. 18—24 (starting pay Rs. 20)	Rs. 4555
6	Darwan	YA IT	Rs. 18—24	Rs. 45—55
7	Orderly Peon	443	Rs. 18—24	Rs. 45—55
8	Office Peon		Rs. 1824	Rs. 45—55
9	Literate Peon	सद्यमेव	Rs. 21—29	Rs. 4860
10	Jamadar	••	Rs. 24—34	Rs. 50—65
11	Daftry	••	Rs. 24—34	Rs. 50—65
12	Treasury Sarkar	• •	Rs. 26—38	Rs. 5570
13	Copyist	••	Rs. 40—60	Rs. 65-85 (Rs. 80-135
14	Driver	••	Rs. 45—65	for Matricutates Rs. 80—120
15	Caretaker	••	Rs. 5090	Rs. 80—135
16	Recorder	••	Rs. 50—90	Rs. 80—135
17	Despatcher	••	Rs. 50—90	Rs. 80—135
18	Diarist	••	Rs. 50—90	Rs 80—135
19	Junior Grade Typist	••	Rs. 50—90 (Starting pay Rs. 56)	Rs. 80 - 135 (Starting pay Rs. 95)

SI. No.	Name of the post		Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2		3	4
20	Microphone Mechanic	••	Rs. 75	Rs. 70 –95
21	Lower Division Assistant	••	Rs. 60—110	Rs. 90—150
22	Senior Grade Typist	••	Rs. 85—115	Rs. 110155
23	Stenographer, Grade III	••	Rs. 85—115	Rs. 115—160
24	Assistant Accountant .	. ••	Rs. 100—150	Rs. 125—190
25	Grade II Upper Division Assis	stant	Rs. 100—150	Rs. 125—190
26	Assistant Librarian		Rs. 100—150	Rs. 115—160
27	Grade 1 Upper Division Assis	tant	Rs. 155—235	Rs. 185—300
28	Accountant		Rs. 155—235	Rs. 185—300
29	Translator	144	Rs. 155—235	Rs. 185—300
30	Stenographer, Grade I		Rs. 155—250	Rs. 185—325
31	Junior Head Assistant	•	Rs. 235—300	Rs. 300—395
32	Personal Assistant to Speaker	ান ক্	Rs. 175—350 (Starting pay Rs. 275).	Rs. 230-500 (Starting pay Rs. 340).
33	Head Assistant	••	Rs. 300—390	Rs. 350—440
34	Legal Assistant	••	Rs. 165—410	Rs. 195—450
35	Librarian	••	Rs. 200—460	Rs. 230—500
36	Watch and Ward Staff	••	Rs. 28—40	Rs. 60—75
37	Marshal	••	Rs. 100—180	Rs. 125-220
38	Reporter	••	Rs. 175—350	Rs. 230—500

Serial No.			Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
39	Chief Reporter	••	Rs. 175—350 plus special pay of Rs. 50 per month.	
40	Sub-Editor	-	Rs. 175—350	Rs. 230—500
41	Committee Officer	~ F301	Rs. 450—600	Rs. 480—675
42	Editor of Debates		Rs. 200—700	Rs. 260—780
43	Assistant Secretary	J bull	Rs. 200—700	Rs. 260—780



301
STATEMENT No. 3
AGRICULTURE DEPARTMENT

Serial No.	Name of the pos	st	Existing scale of pay	Pay scales re- commended by the Pay Committee
1	2		3	4
1	Chau kidar	• •	Rs. 16—22	Rs. 45—55
2	Helper		Rs. 16—22	Rs. 45—55
3	Cleaner	• •	Rs. 16—22	Rs. 45—55
4	Sweeper	~EB	Rs. 16—22	Rs. 4555
5	Watcher		Rs. 16—22	Rs. 45—55
6	Attendant		Rs. 16—22	Rs. 45—55
7	Chainmen	Ulia	Rs. 16-22	Rs. 45-55
8	Labourers	TAIN	Rs. 16—22	Rs. 45—55
9	Peons	4	Rs. 18—24	Rs. 45 –55
10	Gurkha Watcher	सन्यमेव ज	Rs. 45 fixed	Rs. 45—55
11	Cleaner	Aled Aled Al	Rs. 18—24	Rs. 45—55
12	Watchers	• •	Rs. 18—24	Rs. 45—55
13	Bearer	••	Rs. 18—24	Rs. 45—55
14	Sweepers	••	Rs. 18—24	Rs. 45—55
15	Durwan	••	Rs. 18 – 24	Rs. 45—55
16	Attendant	••	Rs. 18—24	Rs. 4555
17	Labourers	••	Rs. 18-24	Rs. 45—55
18	Ploughman	••	Rs. 18—24	Rs. 45—55
19	Mates	••	Rs. 18—24	Rs. 45—55
20	Kamadar		Rs. 2129	Rs. 48-60
21	Ploughman		Rs. 21—29	Rs. 48—60

SI. No.	Name of the post		Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2		3	4
22	Majhi	• •	Rs. 30 fixed	Rs. 45—65
23	Borer	••	Rs. 24—34	Rs. 50—65
24	Daftry	••	Rs. 24—34	Rs. 50—65
25	Helper	••	Rs. 24—34	Rs. 50—65
26	Jamadar	••	Rs. 24—34	Rs. 50—65
27	Library Bearer	For S	Rs. 26-34	Rs. 50—65
28	Milkman		Rs. 24—34	Rs. 50—65
29	Gasman	≎.	Rs. 26—34	Rs. 5065
30	Record Supplier	16.1	Rs. 26—38	Rs. 55—70
31	Treasury Sarkar		Rs. 26—38	Rs. 55—70
32	Fieldman Demonstrator		Rs. 30—39	Rs. 65—80
33	Laboratory Attendant	प्रथमेव ज	Rs. 30—39	Rs. 60-75
34	Sardar		Rs. 30—39	Rs. 60—75
35	Sample Taker	• •	Rs. 30—39	Rs. 60—75
36	Work Sarkar	• •	Rs. 30—39	Rs. 60-75
37	Mali		Rs. 30—39	Rs. 60-75
38	Compost Mistry	••	Rs. 34—44	Rs. 65—80
39	Bloodmeal Mistry	••	Rs. 34—44	Rs. 65 ← 80
40	Mistry	••	Rs. 34—44	Rs. 65⊢80
41	Grade II Fitter	••	Rs. 40—50	Rs. 80-120
42	Pump Driver	••	Rs. 4565	Rs. 7095
43	Nursery Assistant	••	Rs. 45—65	Rs. 70—95
44	Tractor Driver	•	Rs. 4565	Rs. 80-120

81. <b>N</b> o.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4.
45	Tracer .	. Rs. 4565	Rs. 80—120
			(in case he possesses the same qualification as in Works Department. Rs. 70—95 in case of less qualified.)
46	Driver .	. Rs. 50—70	Rs. 80—120
47	Driver-cum-Fitter .	. Rs. 50-70	Rs. 80—120
48	Store Clerk .	. Rs. 5070	Rs. 80—120
49	Fitter-cum-Driller .	. Rs. 50—70	Rs. 80—120
50	Lathe Guard .	. Rs. 50—70	Rs. 80—120
51	Draftsman-cum-Estimating Clerk	Rs. 50-70	Rs. 100—155
	सद्यमे	। जयते	(in case he possesses the same qualification as in Works Department. Otherwise Rs. 80—120]
52	Junior Clerk .	. Rs. 50—90	Rs. 80—135
<b>5</b> 3	Senior Clerk-cum-Store-keeper .	. Rs. 50—90	Rs. 80—135
54	Typist	Rs. 50-90	Rs. 80—135
			(Starting pay Rs. 95)
55	Diarist	Rs. 50—90	Rs. 80—135
56	Despatcher	Rs. 50—90	Rs. 80—135
57	Assistant Librarian	Rs. 50—90	Rs. 80—135
58	Care-taker	Rs. 50—90	Rs. 80—135

Sl. No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
59	Veterinary Stockman	Rs. 50—90	Rs. 80—135
60	Mechanic (Ginning)	Rs. 50-90	Rs. 100—155
61	Junior Soil Conservation Assistant	Rs. 50—90	Rs. 80—135
62	Lift Irrigation Sub-Overseer  Agricultural Sub-Overseer	Rs. 50—90  Rs. 50—90 (Trained).	Rs. 80—135 (For trained). Rs. 70—95 (For untrained) Rs. 80—135 (Trained).
64	Grafter	Rs. 45—65 (Untrained). Rs. 50—90	Rs. 70—95 (Untrained.) Rs. 80—135
65	G. P. Area Forester	Rs. 50—90	Rs. 95—135
66	Specimen Collector	Rs. 50—90	Rs. 80—135
67	Electric Mistry	Rs. 50—90	Rs. 100—155
68	Counter	Rs. 50—90	Rs. 80—135
69	Media Maker	Rs. 60—90	Rs. 95—135
70	Enumerator	Rs. 60—90	Rs. 95—135
71	Surveyor	Rs. 60—90	Rs. 100—155
72	Senior Clerk	Rs. 70—90	Rs. 95135
73	Assistant Driller-cum-Driver	Rs. 70—90	Rs. 95—135
74	Machineman Operator	Rs. 70—90	Rs. 100—155
75	L. D. Assistant	Rs. 55-95	Rs. 90—150
76	Draftsman	Rs. 70—100	Rs 115—160
77 78	Senior Diarist Librarian	Rs. 70—100 Rs. 70—100	Rs. 110-155 Rs 90-150 (Should be a member of the Ministerial cadre of the Department.)

erial   No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
79	Bonemeal Supervisor	Rs. 70—100	Rs. 100—155
8)	Compost Inspector	Rs. 70—100	Rs. 100—155
81	Engineering Sub-Overseer	Rs. 70—100	Rs. 100—155
82	Junior Assistant Operator	Rs. 70—100	Rs. 100—155
83	Store Keeper (Junior)	Rs. 70—100	Rs. 80—135
84	Mechanic	Rs. 70—100	Rs. 100—155
85	Harberimkeeper-c u m-M u s e u m Assistant.	Rs. 70—140	Rs. 100—180
<b>8</b> 6	Mechanic (Tractor)	Rs. 80—110	Rs. 100—155
87	Machineman (Zonal Service	Rs. 80—110	Rs 100—155
88	Station).  Mechanic (Engineering Section)	Rs. 80—110	Rs. 100—155
89	Grade I Fitter	Rs. 80—110	Rs. 100155
90	Blacksmith	Rs. 80—110	Rs. 100—155
91	Carpenter	Rs. 80—110	Rs. 100—155
92	Welder	Rs. 80—110	Rs. 100—155
93	Electrician	Rs. 80—110	Rs. 100—155
94	Latheman (Turner)	Rs. 80—110	Rs. 100—155
95	Buldozer Operator (Tractor)	Rs. 55—115	Rs. 115—160
96	Accountant	Rs. 85—115	Rs. 115—160
97	Stenographer, Grade III	Rs. 85—115	Rs. 115—160
98	Senior Typist	Rs. 85—115	Rs. 110—155
99	Field Instructor	Rs. 85—115	Rs. 110—155
100	Agricultural Overseer (Untrained)	Rs. 85—115	Rs. 125—220
101	Ginning Supervisor	Rs. 85—115	Rs. 125—220

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	_ 3	4
102	Head Clerk	Rs. 90—120	Rs. 125—190
103	Grade II Assistant	Rs. 90—120	Rs. 115—180
104	Store Keeper (Senior)	Rs. 90—120	Rs. 125—190
105	Deputy Forest Ranger	Rs. 80—125	Rs. 115—160
106	Junior Assistant Operator	Rs. 70—100	Rs. 100—155
107	Artist	Rs. 70—140 Rs. 70—100 Rs. 120—250	Rs. 150—300 (for diploma holder and Rs. 100—180 for non-diploma holder.)
108	Photographer	Rs. 70—140	Rs. 100—180
109	Projectionist	. Rs. 70—140	Rs. 100—180
<b>1</b> 10	Grade II Auditor	Rs. 100—150	Rs. 125—190
111	Stenographer, Grade II	. Rs. 100—150	Rs. 145—195
112	Machinaman	. Rs. 95—155	Rs. 125—190
113	Plant Protection Assistant .	. Rs. 85—155	Rs. 110—195
114	Field Assistant .	Rs. 85—155 Rs. 155—250	Rs. 125—220 Rs. 185—300
115	Grade I Fitter-cum-Assistant Drill	er Rs. 95—155	Rs. 125—190
116	Setter .	. Rs. 85—155	Rs. 110—195
117	Estimator, Grade II .	. Rs. 100—180	Rsa 100-155
118	Accountant .	Rs. 125—185 Rs. 125—224	Rs. 155—250 Rs. 155—250
119	Grade I Assistant .	. Rs. 125—185	Rs. 155—250
120	Senior Operator .	. Rs. 120—220	Rs. 150300
121	Farm Manager .	. Rs. 155—250	Rs. 185—300

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
122	Head Assistant	Rs. 185—235	Rs. 230—310
123	Accountant	Rs. 185—235	Rs. 230—310
124	Grade I Auditor .	Rs. 155—235	Rs. 185—300
125	Accounts Supervisor	Rs. 155235	Rs. 185—300
126	Stenographer, Grade I	Rs 155—250	Rs. 185—325
127	Statistical Investigator	Rs. 155—250	Rs. 185—300
128	Building Overseer	Rs. 155—250	Rs. 185—300
129	Foreman-cum-Instructor	Rs. 155-250	Rs. 185—300
130	Supervisor	Rs. 155—250	Rs. 185—300
.131	Foreman	Rs. 155—250 Rs. 175—305	Rs. 185—300 Rs. 215—395
132	Well Boring Supervisor	Rs. 120—250	Rs. 150—300
133	Mechanical Engineering Overseer	Rs. 120—250	Rs. 150—300
134	Estimator, Grade I	Rs. 120—250	Rs. 150—300
135	Civil Engineering Overseer	Rs 120—250	Rs. 150—300
136	Driller (Persian Rig)	Rs. 120—250	Rs. 150—300
137	Lift Irrigation Overseer (Agricultural).	Rs. 120—250	Rs. 150—300
138	Senior Soil Conservation Assistant	Rs. 155250	Rs. 185—300
13	Soil Conservation Assistant	Rs. 120—250	Rs. 185—300
140	Laboratory Assistant	Rs. 120—250	Rs. 150—300
141	Farm Superintendent	Rs. 155—250	Rs. 185300
142	Assistant Biochemist	Rs 155—250	Rs. 185300
143	Analytical Assistant	Rs. 155—250	Rs. 185—300

Serial No.	Name of the post		Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2		3	4
144	Junior Research Assistant	• •	Rs. 155—250	Rs. 185—300
145	Campaign Officer		Rs. 155—250	Rs. 185—300
146	Operator		Rs. 120—250	Rs. 150—300
147	Agricultural Supervisor		Rs. 175—305	Rs. 195—385
148	Agricultural Overseer		Rs. 155—250	Rs. 185—300
	. 5	TWIS .	(trained and Graduates).	
149	Senior Artist-cum-Photographer		Rs. 120 - 250	Rs. 150—300
150	Soil Survey Assistant	'n	Rs. 120 –250	Rs. 150—300
151	Catrographer		Rs. 12 -250	Rs. 150—300
152	Field Supervisor	( )	Rs. 120—250	Rs. 150—300
153	Assistant Agronomist		Rs. 155 – 250	Rs. 185—300
154	Assistant Fruit Technologist		Rs. 155—250	Rs. 185—300
155	Computor	19	Rs. 120—250	Rs. 150—300
156	Propaganda Officer		Rs. 155—250	Rs. 185 300
157	Draftsman-cum-Driver		Rs. 120—250	Rs. 150—300
158	Analyst		Rs. 120—255	Rs. 185300
159	Research Assistant		Rs. 175—305	Rs. 195—385
160	Assistant Plant Protection Officer	٠	Rs 175—305	Rs. 195—385
161	Senior Mycological Assistant	••	Rs. 175—305	Rs. 195—385
162	Senior Entomological Assistant		Rs. 175—305	Rs 195—385
163	Assistant Research Officer		Rs. 175—305	Rs. 195—385
164	Senior Agronomical Assistant		Rs. 175—305	Rs. 195—385
165	Senior Botanical Assistant		Rs. 175—305	Rs. 195 –385

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
166	Senior Chemical Assistant	Rs 175—305	Rs. 195 – 385
167	Senior Research Assistant	Rs. 175 - 305	Rs. 195—385
168	Agricultural Assistant	Rs. 175—305	Rs. 195—385
169	Soil Survey Officer	Rs. 175-305	Rs. 195—385
170	Divisional Accountant .	Rs. 130-350	Rs. 185—395
171	Office Superintendent	Rs. 260—330	Rs. 325—395
172	Senior Accounts Supervisor	Rs. 130 350	Rs. 185 - 395
173	Statistical Assistant to Director of Agriculture.	Rs. 310—435	Rs. 350—475
174	Cold Storage Manager	Rs. 200—460	Rs. 260—540
175	Assistant Economic Botanist	Rs. 200 - 460	Rs. 260—540
176	Oil Seeds Specialist	Rs. 360—700	Rs. 370—780
177	Citrus Fruit Research Officer	Rs. 360—700	Rs. 370—780
178	Assistant Mycologist	Rs. 200 460	Rs. 260—540
179	Sugarcane Development Officer	Rs. 360—700	Rs. 370—780
180	Assistant Cotton Research Officer.	Rs. 360—700	Rs. 370—780
181	Lift Irrigation Officer	Rs. 200-460	Rs. 260—540
182	Driller (Rotary Rig)	Rs. 200—460	Rs. 260—540
183	Assistant Soil Conservation Officer.	Rs. 200—700	Rs. 370 – 780
184	Research Officer	Rs. 200—700	Rs. 260—780
185	Personal Assistant to Director of Agriculture.	Rs. 200-700	Rs. 260—780
186	Assistant Agricultural Engineer (Lift Irrigation).	Rs. 260—700	Rs. 260—780

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
187	Assistant Agricultural Engineers (Three Civil and one Mechanical Workshop).	Rs. 260—700	Rs. 260—780
188	Technical Officer	Rs. 360 - 700	Rs. 370—780
189	Statistician	Rs. 200—700	Rs. 260—780
190	Soil Chemist	Rs. 360—700	Rs. 370—780
191	Oil Seeds Development Officer	Rs. 360—700	Rs. 370—780
192	Fruit Techonologist	Rs. 360—700	Rs. 370—780
193	Horticulturist	Rs. 360—700	Rs. 370—780
194	Assistant Director of Agriculture	Rs. 360—700	Rs. 370—780
195	District Agricultural Officer	Rs. 360—700	Rs. 370—780
196	Economic Botanist	Rs. 360—700	Rs. 370—780
197	Plant Protection Officer	Rs. 360—700	Rs. 370—780
198	Biochemist	Rs. 360 - 700	Rs 370—780
199	Turmeric Research Officer	Rs. 360—700	Rs. 370780
200	Cotton Development Officer	Rs. 360—700	Rs. 370—780
201	Assistant Jute Developent Officer	Rs. 360700	Rs. 370—780
202	Sugarcane Specialist	Rs. 360—700	Rs. 370—780
203	Agricultural Research Officer	Rs. 360—700	Rs. 370 780
204	Coconut Research and Development Officer.	Rs. 360 · 700	Rs. 370—780
205	Agricultural Information Officer	Rs. 360—700	Rs. 370—780

311
AGRICULTURE COLLEGE ESTABLISHMENT

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
1	Attendant to Projectionist	Rs. 18—24	Rs. 45—55
2	Cattle Attendant	Rs. 18—24	Rs. 45—55
3	Fieldman Demonstrator	Rs. 30—39	Rs. 65—80
4	Agricultural Sub-Overseer (Untrained).	Rs. 45—65	Rs. 70—95
5	Electrical Mistry	Rs. 50-90	Rs. 80—120
6	Specimen Collector	Rs. 50—90	Rs. 80—135
7	Mechanic	Rs. 50—90	Rs. 100—155
8	Agricultural Sub-Overseer (Trained)	Rs. 50—90	Rs. 80—135
9	Photographer	Rs. 70—90	Rs. 100—180
10	Protectionist	Rs. 70—90	Rs. 100—180
11	Artist	Rs. 70—100	Rs. 150—300 (For diploma holder).
			Rs. 100—180 (For non-diploma holder).
12	Engineering Overseer	Rs. 120—250	Rs. 150—300
13	Computor	Rs. 120—250	Rs. 150—300
14	Laboratory Assistant	Rs. 120-250	Rs. 150—300
15	Field Assistant	Rs. 155—250	Rs. 185—300
16	Agricultural Overseer	Rs. 155—250	Rs. 185—300
17	Laboratory Assistant	Rs. 155—250	Rs. 185—300
18	Bursar	Rs. 260—330	Rs. 325—395

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
19	Lecturers in Agronomy	Rs. 360—700	For Lecturers in
20	Lecturers in Botany	Rs. 360—700	Agricultural sub-
21	Lecturers in Chemistry	Rs. 360—700	jects who will be directly
22	Lecturers in Entomology	Rs. 350—700	recruited. Rs. 260—780.
23	Lecturers in Horticulture	Rs. 360—700	Lecturers who will be trans-
24	Lecturers in Mycology	Rs. 360—700	ferred from the Depar t m e n t will get their grade pay.
25	Lecturers in Agricultural Economy	Rs. 360—700	
26	Lecturers in Extension	Rs. 360—700 J	
27	Lecturers in Engineering	Rs. 26)—700	Lecturers in non-
28	Lecturers in English and M I. L	Rs. 260-700 }	agricultural sub- jects Rs. 260—
<b>2</b> 9	Lecturers in Mathematics	Rs. 260—700	780.
30	Lecturers in Veterinary Science	Rs. 360—700	Lecturers in
31	Lecturers in Animal Husbandry and Dairy.	Rs. 360—700	Vet e r i n a r y Science same as in Veteri n a r y College, i. e., if directly rec r u i t e d Rs. 260—780 and if appointed by transfer from Depart m e n t, grade pay.

# SOIL CONSERVATION TRAINING SCHOOL

1	Instructor	Rs. 155—250 Rs. 175—305	Rs. 185—300 Rs. 195—385
2	Superintendent, Soil Conservation Training School.	Rs. 200—700	Rs. 370—780

313
WORK-CHARGED ESTABLISHMENT

Serial No.	Name of the post		Existing scale of pay		Pay scales recommended by the Pay Committee	
1						
1	Watcher	••	Rs.	16—22	Rs.	45—55
2	Sweepers		Rs.	16—22	Rs.	45—55
3	Office Peon		Rs.	1824	Rs.	45—55
4	Orderly Peon		Rs.	1824	Rs.	4555
5	Accounts Clerk (Ministerial)	750	Rs.	50—90	Rs.	80—135
6	Clerk-cum-Typist		Rs.	50-90	Rs.	80—135
7	Junior Operator	8	Rs.	70—100	Rs.	100—155
8	Assistant Operator		Rs.	70—100	Rs.	100155
9	Store-keeper	4.1	Rs.	-90—120	Rs.	125—190
10	Senior Operator		Rs.	120—220	Rs.	150300
11	Accountant-cum-Cashier	nie.	Rs.	155—235	Rs.	185—300
12	Cold Storage Manager		Rs. 2	200460	Rs.	260540

314
STATEMENT No. 4
BUREAU OF STATISTICS AND ECONOMICS

Serial No.	Name of the post	Existing scale of pay.	Pay scales reco- mmended by the Pay Committee
1	•2	3	4
1	Peon	Rs. 18—24	Rs. 45—55
2	Lower Division Clerk	Rs. 50—90	Rs. 80—135
3	Despatcher	Rs. 50—90	Rs. 80—135
4	Diarist	Rs. 50—90	Rs. 80—135
5	Junior Grade Typist	Rs. 50—90	(Starting pay
6	Lower Division Assistant	Rs. 55—95	Rs. 95 ) Rs. 90—150
7	Upper Division Clerk	Rs. 70—100	Rs. 110—155
8	Reserve Assistant	Rs. 70—100	Rs. 90—150
9	Senior Grade Typist	Rs. 85—115	Rs. 110—155
10	Grade III Stenographer	Rs. 85—115	Rs. 115160
11	Grade II Accountant	Rs. 90—120	Rs. 115—180
12	Grade II Assistant	Rs. 90—120	Rs. 115—180
13	Grade II Stenographer	Rs. 100—150	Rs. 145—195
14	Grade I Assistant	Rs. 125—185	Rs. 155—250
15	Grade I Accountant	Rs. 125—185	Rs. 155 - 250
16	Grade I Stenographer	Rs. 155—250	Rs. 185—325
17	Senior Assistant	Rs. 185—235	Rs. 230—310
18	Superintendent	Rs. 260—330	Rs. 325—395
19	Chainman	Rs. 16—22	Rs. 45—55
20	Amin	Rs. 40—60	Rs. 70—95
21.	Field Inspector	Rs. 60—80	Rs. 95—135

Serial No.	Name of the post		Existing scale of Pay	Pay scales recom- mended by the Pay Committee	
1	2		3	4	
22	Primary Investigator	••	Rs. 70—100	Rs. 90—150	
23	Junior Statistical Assitant	••	Rs. 85—155	Rs. 110—195	
24	Computor	••	Rs. 90—120	Rs. 110—195	
25	Inspector		Rs. 100—180	Rs. 150—300 If qualification is raised. Rs. 110—195 If qualification is not raised).	
26	Industrial Investigator		Rs. 125—185	Rs. 185—325	
27	Statistical Assistant		Rs. 120—220	Rs. 150—300	
28	Artist	MAG	Rs. 120—250	Rs. 150—300	
29	Special Officer		Rs. 250 fixed	No change.	
30	Statistical Investigotor		Rs. 155—250	Rs. 185 – 325	
31	Commercial Intelligence Investigator	त्यमेव अ	Rs. 155—250	Rs. 185—325	
32	Field Suprvisor	••	Rs. 155—250	Rs 185—325	
33	Field Controller	• • 1	Rs. 175—350	Rs. 260—540	
34	Junior Statistician	••	Rs. 175—380	Rs. 260—540	
35	District Statistical Officer	••	Rs. 175—328	Rs. 260—540	
36	Field Officer	••	·Rs. 200—700	Rs. 260—780	
37	Statistician	••	Rs. 200-700	Rs. 260—780	
38	Personal Assistant (Technic	al)	Rs. 200—700	Rs. 260—540	

316
STATEMENT No. 5
BOARD OF REVENUE, REVENUE DIVISIONAL COMMISSIONER'S OFFICE

Serial No.	Name of the pos	t	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
1	Sweepers	••	Rs. 16—22	Rs. 45—55
2	Night-Watcher	••	Rs. 16—22	Rs. 45—55
3	Watchman		Rs. 16—22	Rs. 45—55
4	Farash		Rs. 16-22	Rs. 45—55
5	Mali		Rs. 16—22	Rs. 45—55
6	Tent Khalasi	12118	Rs. 16—22	Rs. 45—55
7	Peons and Orderly		Rs. 18—24	Rs. 45—55
8	Boatman	item in the	Rs. 18—24	Rs. 45—55
9	Boat Majhi	सद्यमेव ज	Rs. 18—24	Rs. 4555
10	Literate Peon	••	Rs. 21—29	Rs. 48—60
11	Jamadar	••	Rs. 24—34	Rs. 50—65
12	Daftaries	••	Rs. 24—34	Rs. 50—65
13	Record-supplier	••	Rs. 26-38	Rs. 55—70
14	Pasting Clerk	. ••	Rs. 34—44	Rs. 65—80
15	Jeep Driver	••	Rs. 45—65	Rs. 80—120
16	Tracer	••	Rs. 45—65	Rs. 70—95
17	L. D. Diarist	••	Rs. 50—90	Rs. 80—135
18	Despatcher	••	Rs. 50-90	Rs. 80—135
19	Despatcher cum-Typist	••	Rs. 50—90	Rs. 80—135
20	Moharir	••	Rs. 50—90	Rs. 60-75

Serial No.	Name of the post		Existing scale of pay	Pay scale recom- mended by the Pay Committee
1	2		3	4
21	Junior Grade Typist	••	Rs. 50—90	Rs. 80—135 (Starting pay Rs. 95)
22	Boat Driver		Rs. 60—90	Rs. 95—135
23	Tracer		Rs. 60—90	Rs. 80—120
24	L. D. Assistant		Rs. 5595	Rs. 90—150
25	Driver-cum-Mechanic	••	Rs. 70—100	Rs. 95—135
26	Draftsman		Rs. 70—100	Rs. 115—160
27	U. D. Diarist		Rs. 70—100	Rs. 110—155
28	Senior Grade Typist		Rs. 85—115	Rs. 115—160
29	Grade III Stenographer	74	Rs. 85—115	Rs. 115—160
30	Su <b>b-</b> Overseer		Rs. 85—115	Rs. 100—155
31	Grade II Assistant		Rs. 90—120	Rs. 115—180
32	Grade II Stenographer	व्ज	Rs. 100—150	Rs. 145—195
33	Junior Auditor		Rs. 100—150	Rs. 125—190
34	Grade I Assistant		Rs. 125—185	Rs. 155—250
35	Junior Head Assistant	••	Rs. 185—235	Rs. 230—310
36	Overseer	••	Rs. 120—250	Rs. 150—300
37	Grade I Stenographer		Rs. 155—250	Rs. 185—325
38	Senior Auditor	••	Rs. 155—250	Rs. 185—325
39	Senior Head Assistant	••	Rs. 260—330	Rs. 325—395
40	Personal Assistant to Member	••	Rs. 175-380 (Starting pay Rs. 275).	Rs. 230—500 ( Starting pay Rs. 340 )
41	Office Superintendent	••	Rs. 310—435	Rs. 350—475

318
DISTRICT OFFICES

Serial No.	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
1	Sweeper	••	Rs. 16—22	Rs. 4555
2	Gardeners	••	Rs. 16—22	Rs. 45—55
3	Chaukidar	••	Rs. 16—22	Rs. 45—55
4	Bungalow Watcher	••	Rs. 16—22	Rs. 45—55
5	Cook	PTT122	Rs. 16—22	Rs. 45—55
6	Chainmen		Rs. 16—22	Rs. 45—55
7	Masalchi		Rs. 16-22	Rs. 45—55
8	Kayals		Rs. 16—22	Rs. 45—55
9	Peons	1448	Rs. 18—24	Rs. 4555
10	Cleaners		Rs. 18—24	Rs. 45—55
11	Process Servers		Rs. 18—24	Rs. 45—55
12	Boatman	सन्यमेव	Rs. 18—24	Rs. 45—55
13	Lower Grade Attender		Rs. 18—24	Rs. 45—55
14	Care-taker	••	Rs. 18—24	Rs. 45—55
. 15	Interpreters	••	Rs. 18—24	Rs. 45—55
16	Forest Guard	••	Rs. 18—24	Rs. 50—65 (Untrained) Rs. 55—70 (Trained)
17	Watcher-cum-Night Guard	••	Rs. 18—24	Rs. 45—55
18	Work Sarkar	••	Rs. 1824	Rs. 45-55
19	Boat Majhi	••	Rs. 18—24	Rs. 45—55
20	Treasury Guard	••	Rs. 18—24	Rs. 4555
21	Tyndal	,	Rs. 21—29	Rs. 48—60

Serial No.	Name of the pos	:t	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2		3	4
22	Potdar	••	Rs. 21—29	Rs. 48—60
23	Khalashi	••	Rs. 21—29	Rs. 48—60
24	Head Process-server	••	Rs. 21—29	Rs. 48—60
25	Khansama	••	Rs. 24—34	Rs. 50—65
26	Daftary	••	Rs. 24—34	Rs. 50—65
27	Patwaries Patwaries	- E	Rs. 24—34	Rs. 50-65
28	Collection Moharir		Rs. 24—34	Rs. 60—75
29	Ink Man		Rs. 26—38	Rs. 5570
30	Higher Grade Attender		Rs. 30—39	Rs. 60—75
31	Work Sarkar	TAXX	Rs. 30—39	Rs. 60—75
32	Khamar Keepers	N.	Rs. 30—39	Rs. 60—75
<b>3</b> 3	Warders	Tropia :	Rs. 28-40	Rs. 60—75
34	Collection Moharir	सद्यमव	Rs. 30—40	Rs. 6075
35	Collecting Clerk (R Inspector).	le v e n u e	Rs. 30—40	Rs. 60—75
36	Pressman	••	Rs. 34—44	Rs. 7095
37	Third Shroff	••	Rs. 34—44	Rs. 65—85
38	Anchal Amins	••	Rs. 40—50	Rs. 70—95
39	Anchal Tahasil Clerk	••	Rs. 40—60	Rs. 70—95
40	Moharir	••	Rs. 40—60	Rs. 60—75
				(The practice of havingtwo scales of pay for Collection Moharir should be done away with).

Serial No.	Name of the post		Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2		3	4
41	Junior Grade Compositor	••	Rs. 4060	Rs. 80—120
42	Amins		Rs. 40—60	Rs. 70—95
43	Munserim	••	Rs. 40—60	Rs. 70—95
44	Revenue Inspector, Grade II	••	Rs. 40—60	Rs. 70—95
45	Examiners	••	Rs. 40—60	Rs. 70—95
46	Copyist	TF15	Rs. 40—60	Rs. 70-95
47	Second Shroff		Rs. 45—65	Rs. 70—95
48	Sarang		Rs. 45—65	Rs. 80—120
49	Drivers		Rs. 45—65	Rs. 80—120
50	Typist	11	Rs. 50—90	Rs. 80—135
51	Deputy Surveyor		Rs. 50—90	Rs. 80—135
52	L. D. Clerk		Rs. 50—70	Rs. 80 120
	454	44	Rs. 50—90	Rs. 80-135
53	Draftsman		Rs. 50—90	Rs. 80—135
54	Chakla Kanungo	••	Rs. 50—90	Rs. 80-135
55	Revenue Inspector, Grade I	••	Rs. 50—90	Rs. 80—135
56	Revenue Inspector	••	Rs. 5070	Rs. 80—120
57	Settlement Supervisor	••	Rs. 50-90	Rs. 80—135
58	Non-Gazetted Tahasildar, Grade	: III	Rs. 50—90	Rs. 80—135
5 <b>9</b>	Head Shroff	••	Rs. 60—90	Rs. 95—135
60	Launch Driver	••	Rs. 60—90	Rs. 95—135

Sl. No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
61	Press Foreman	Rs. 60—90	Rs. 100—155
62	Senior Grade Compositor	Rs. 60—90	Rs. 100—155
63	Head Driver	Rs. 70-90	Rs. 100—155
64	Naib-Tahasildars	Rs. 55-95 Rs. 40-60 Rs. 45-85 Rs. 50-70	Rs. 80—135 Rs. 70— 95 Rs. 80—120 Rs. 80—120
65	Sub-Overseers	Rs. 70—100	Rs. 100—155
66	U. D. Clerk	Rs. 70—100	Rs. 110—155
67	Head Clerk-cum-Accountant	Rs. 70—100	Rs. 110—155
68	Junior Accountant, Junior Assistant, Second Accountant (Ganjam) and Assistant Accountant (Cuttack)	28.20	Rs. 115—160
69	Grade III Stenographer	Rs. 85—115	Rs. 115160
70	Sadar Kanungoes	Rs. 90120	Rs. 125—190
71	Revenue Supervisor (Grade II)	Rs. 90—120	Rs. 125—190
72	Non-Gazetted Tahasildar (Grade II	Rs. 90—120	Rs. 125—190
73	Record Keepers, Judicial Assistant, Revenue Assistant, Judicial Peskars, Tauzi Navis, Head Clerks in Subordinate Offices (Cess Department, Agency Section) Cash keeper, Treasurers Sub-Treasuries, Taluk Sirastadars Taluk Head Accountant, Special Audit Assistant, Cuttack and Cash Keeper, Koraput, Head Clerk-cum-Accountant.	Rs. 90—120	Rs. 125—190

Sl. No.	Name of the post	Existing scale of pay	Pay scales re- commended by the Pay Com- mittee
1	2	3	4
74	Mines Inspector	Rs. 90—125	Rs. 110—155
75	Khamar Overseer	. Rs. 85—150	Rs. 100—180
76	Stenographer, Grade II	Rs. 100—150	Rs. 145—195
77	Nazirs and Subdivisional Head Clerks who are Sub-Treasurers.	Rs. 100—150	Rs. 155—220
78	Treasury Account ant, Head Accountant, Ganjam; Head Accountant, Koraput; Accountant Cuttack, Huzur Treasurers.	Rs. 125—185	Rs. 185—300
79	Head Assistants of 2 nd Class districts.	Rs. 125—185	Rs. 185300
80	Head Assistants of 1st Class districts.	Rs. 155—235	Rs. 185—300
81	Accounts Supervisors	Rs. 155235	Rs. 185—300
82	Overseers	Rs. 120—250	Rs. 150—325
83	Revenue Supervisor (Grade I)	Rs. 120—250	Rs. 150—325
84	Non-gazetted Tahasildar ( Grade I)	Rs. 120—250	Rs. 150—325
85	Minor Irrigation Supervisors	Rs. 120—250	Rs. 150—300
86	Minor Irrigation Overseers	Rs. 120—250	Rs. 150—300
87	Grade I Stenographer	Rs. 155—250	Rs. 185—325
<b>8</b> 8	Office Superintendent, 2nd Class district.	Rs. 185—235	Rs. 300—395
` 89	Office Superintendent, 1st Class district.	Rs. 235—300	
90	Orissa Subordinate Administrative Service.	Rs. 175—380	Rs. 230—500
91	Orissa Administrative Service, Class II.	Rs. 200—700	Rs. 260—780

323
CONTINGENT PAID STAFF

Sl. No.	Name of the post	F	Existing scale of pay	Pay scales re- commended by the Pay Com- mittee
1	2		3	4
1	Mali	. }	Rs. 16-22	Rs. 45—55
_		IJ	Rs. 18—24	Rs. 4555
2	Mali-cum-Water Bearer		Rs. 16—22	Rs. 45—55
3	Watcher		Rs. 16—22	Rs. 45—55
4	Dhobi		Rs. 16—22	Rs. 45—55
5	Servants		Rs. 16—22	Rs. 45—55
6	Gardener		Rs. 16—22	Rs. 45—55
7	Sweeper		Rs. 16—22	Rs. 45—55
8	Chowkidar .	W	Rs. 16-22	٦
	A TO		Rs. 18—24	Rs. 45—55
9	Table boy	. 15	Rs. 18—24	Rs. 45—55
10	Mashalchi	नयने	Rs. 1824	Rs. 45—55
11	Cook		Rs. 18-24	Rs. 4555
		1	Rs. 16-22	٦
12	Khansama-cum-Chowkidar	. }	Rs. 18—24	Rs. 45—55
			Rs. 24—34	Rs. 50—65
		b	Rs. 18—24	Rs. 45—55
13	Khansama	$\cdot   \}$	Rs. 24 - 34	Rs. 50—65
14	Mistries		Rs. 24—34	h _
	•		Rs 30 fixed	Rs. 50-65
15	Canal Superintendent		Rs. 24—34	Rs. 50—65
16	Work Sarkar	-	Rs. 3039	Rs. 60—75

324
STATEMENT No. 6
CO-OPERATIVE DEPARTMENT

Si. No	Name of the post	Existing scale of pay	Pay sc a l e s recommended by the Pay Committee
1	2	3	
1	Watchman	Rs. 16—22	Rs 45 55
2	Choukidar	Rs. 16—22	Rs. 45—55
3	Helper (Peripatetic)	Rs. 16—22	Rs. 45—55
4	Farash for Circle Office	Rs. 16—22	Rs. 45—55
5	Sweeper for Registrar's Office		
6	Farash for Registrar's Office	Rs. 16—22	Rs. 45—55
7	Peons for General and Industrial Sector.	Rs. 18—24 (Starting pay Rs. 20)	Rs. 45 –55
8	Orderlies for Sub-Offices	Rs. 18—24	Rs. 45—55
9	Attendant	Rs. 18—24	Rs. 45—55
10	Helper, Village Oil Industry	Rs. 18—24	Rs. 45—55
11	Peons for Craft Schools	Rs. 1824	Rs. 45—55
12	Peons for Procurement cum-Sales Depot.	Rs. 18—24	Rs. 4555
13	Peon, Arts and Crafts Design Centre.	Rs. 18—24	Rs. 45—55
14	Peons for (Handloom) Sector ·	Rs. 18—24	Rs. 45—55
15	Helper (Tassar Designs)	Rs. 18—24	Rs. 45—55
16	Attendant, Mobile Van	Rs. 21—29	Rs. 48—60
17	Jamadar	Rs. 24—34	Rs. 50—65
18	Daftary	Rs. 2434	Rs. 50-65
19	Helper (Dyeing)	Rs. 24—34	Rs. 50—65

Sl. No.	Name of the post	Existing scale of pay	Pay scale s recommended by the Pay Committee
1	2	3	4
20	Attenders, Marketing Van	Rs. 24—34	Rs. 50—65
21	Attenders (Central Depot, Tassar)	Rs. 24—34	Rs. 50—65
22	Attenders	Rs. 24—34	Rs. 50—65
23	Record Supplier	Rs. 26—38	Rs. 55—70
24	Treasury Sarkar	Rs. 26—38	Rs. 55—70
25	Helpers (Handloom Designers)	Rs. 30—39	Rs. 6075
26	Helper (Development of Eri Industry).	Rs. 30—39	Rs. 60—75
27	Attenders (Calendering plant)	Rs. 30—39	Rs. 60-75
28	Helpers (Calendering Plant)	Rs. 40—50	Rs. 65—75
29	Drivers	Rs. 45—65	Rs. 80—120
30	Drivers	Rs. 50—70	Rs. 80—120
31	Clerk	Rs. 50—90	Rs. 80—135
32	Typist (Junior)	Rs. 50—90	Rs. 80-135 (Starting pay Rs. 95).
33	Diarist-cum-Despatcher	Rs. 50—90	Rs. 80—135
34	Accounts Clerk for Procurement Sales Depot.	Rs. 50—90	Rs. 80—135
35	Typist-cum-Despatcher for Subordinate Offices.	Rs. 50—90	Rs. 80—135 (Starting pay Rs. 95).

Sl. No.	Name of the post	Existing scale of Pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
36	Clerk-cum-Typist	Rs. 50 –90	Rs. 80—135 (Starting pay
37	Typist for Subordinate Offices	Rs. 50—90	Rs 95). Rs. 80—135 (Starting pay
38	Despatcher	Rs. 50—90	Rs. 95). Rs. 80 -135
39	Diarist	Rs. 50—90	Rs. 80—135
40	Recorders	Rs. 50—90	Rs. 80—135
41	L. D. Assistant (For Registrar's and Deputy Registrar's Offices).	Rs. 55—95	Rs. 90—150
42	Clerks	Rs. 70—100	Rs. 110—155
43	Accountant	Rs. 70—100	Rs. 110—155
44	Stenographer, Grade III	Rs. 85—115	Rs. 115—160
45	Senior Typist	Rs. 85—115	Rs. 110—155
46	Grade II U. D. Assistant	Rs. 90—120	Rs. 115—180
47	Head Clerk for Subordinate Offices.	Rs. 90—120	Rs. 125—190
48	U. D. Clerk for Subordinate Offices.	Rs. 90—120	Rs. 115—160
49	Accountant	Rs. 90-120	Rs. 115—160
50	Accountant (Pattern-m a k i n g Factory Societies).	Rs. 90—120	Rs. 115—160

Sl. No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
51	Head Clerk (For Assistant Director of Industries Office).	Rs. 90—120 (Present scale of Rs. 125—185 is personal to the incumbent)	•
52	Head Clerks-cum-Cashier-cum-Accountant.	Rs. 90—120	Rs. 125—190
53	Stenographer, Grade II	Rs. 100—150	Rs. 145—195
54	Senior Assistants	Rs. 100—150	Rs. 125—190
55	Overseers	Rs. 120—250	Rs. 150—300
56	Grade I U. D. Assistant	Rs. 125—185	Rs. 155—250
57	Under Study	Rs. 185—235	Rs. 230—310
58	Head Assistant (Handloom Section)	Rs. 185—235	Rs. 230—310
59	Head Assistant (For Deputy Registrar's Office).	Rs. 185—235	Rs. 230—310
60	Senior Accountant	Rs. 155—250	Rs. 185—300
61	Stenographer, Grade I	Rs. 155—250	Rs. 185—325
62	Office Superintendent	Rs. 260—330	Rs. 325—395
63	Attendant, Wooden Toys	Rs. 43 (Consolidated).	Rs. 45—55
64	Helper, Peripatetic Unit	Rs. 16—22	Rs. 45—55
65	Apprentice Blacksmith, Tinsmith- cum-Welding shop.	Rs. 16—22	Rs. 45—55
66	Weaving Accountants	Rs. 18-24	Rs. 45—55
67	Mistry, Peripatetic Unit	Rs. 24—34	Rs. 50—65
68	Rearers-cum-Graders	Rs. 30—39	Rs. 60-75
69	Assistant Instructors	Rs. 30—39	Rs. 60—75
70	Sardar Supervisor, Coir	Rs. 30—39	Rs. 65—80

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
71	Hammerman	Rs. 30—39	Rs. 5570
72	Blacksmith	Rs. 30—39	Rs. 60—75
73	Tinsmith	Rs. 30—39	Rs. 60—75
74	Welder-cum-Blacksmith-cum-T in s-	Rs. 30—39	Rs. 60—75
75	mith-cum-Welding Shop. Sadar Supervisor	Rs. 30—39	Rs. 65—80
76	Printing Mistry	Rs. 40—50	Rs. 65—75
77	Spinners	Rs. 40—50	Rs. 65—75
78	Reelers	Rs. 40—50	Rs. 65—75
79	Weaving Mistry	Rs. 40—50	Rs. 65—75
80	Tassar Mistry	Rs. 40—50	Rs. 65—75
81	Eri Mistry	Rs. 40-50	Rs. 65—75
82	Dyeing Mistry	Rs. 40-50	Rs. 65—75
83	Salesman for Craft Centre	Rs. 40—50	Rs. 65—75
84	Instructor, Craft School	Rs. 40—50	Rs. 65—75
85	Reeling Instructor	Rs. 45—85	Rs. 70—95
86	Salesman	Rs. 50—90	Rs. 80—135
87	Store Clerk, Craft School	Rs. 50—90	Rs. 80—135
88	Tracer	Rs. 50—90	Rs. 80—120
89	Sales Lady standardised goods	Rs. 5090	Rs. 80—135
90	Store-keeper (for providing marketing facilities to Craft School).	Rs. 50—90	Rs. 80—135
91	Sales Clerk	Rs. 50-90	Rs. 80—135
92	Silk Mistry	Rs. 50-90	Rs. 80—135
93	Weaving Inspector	Rs. 50—90	Rs. 100—155

Serial No.	. Name of the post		Existing seale of pay	Pay scales recom- mended by the Pay Committee
1	2		3	4
94	Launch Driver	•••	Rs. 60—90	Rs. 95—135
95	Dyer		Rs. 70—90	Rs. 95—135
96	Tassar Weaver		Rs. 70—90	Rs. 80—120
97	Mistry (Aid to Co-operatives)		Rs. 70—90	Rs. 80—120
98	Instructors		Rs. 70—90	Rs. 95—135
99	Printer		Rs. 70—90	Rs. 100—155
100	Mechanic	THE	Rs. 70—90	Rs. 100—155
101	Instructor, Craft School		Rs. 70—90	Rs. 100—155
102	Cinema Operator		Rs. 70—90	Rs. 95—135
103	Instructor-cum-Accountant		Rs. 70—90	Rs. 95—135
104	Demonstrators (Peripatetic Tassa	ır)	Rs. 55—95	Rs. 100—155
105	Eri Supervisors		Rs. 55—95	Rs. 150—300
106	Weaving and Spinning Instructo	r	Rs. 55—95	Rs. 100-155
107	Instructors (Supdt.)	111	Rs. 70—100	Rs. 100 –155
108	Organisers, Village Oil Industry		Rs. 70—100	Rs. 100—155
109	Supervisors-Blacks mith-cu Tinsmith-cum-Welding Shops.	m-	Rs. 70—100	Rs. 150—300
110	Junior Eri Assistant		Rs. 70—100	Rs. 100—155
111	Tassar Demonstrator -		Rs. 70—100	Rs. 100—155
112	Tassar Supervisor		Rs. 70—100	Rs. 150—300
113	Eri Supervisor	••	Rs. 70—100	Rs. 150—300
114	Dyer	••	Rs. 85—115	Rs. 100—155
115	Branch Manager		Rs. 85—115	Rs. 110—150
116	Dyeing Master	•.•	Rs. 85—115	Rs. 100—155
117	Draftsman	••]	Rs. 90—120	Rs. 115—160

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
118	Store-keeper	Rs. 96—120	Rs 125—190
119	Instructor, Cane and Bamboo	Rs. 150 (Consolidated)	Rs. 125—190
120	Instructor, Peripatetic	Rs. 100 (Consolidated)	Rs. 125 190
121	Inspector of Co-operative Societies	Rs. 85—155	Rs. 110—195
122	Inspector of Audit and C. S.	Rs. 85—155	Rs. 110—195
123	Inspectors (Eri Rearers C. S.)	Rs. 85—155	Rs. 110 - 195
124	Inspectors (Tassar Rearers C. S.)	Rs. 85—155	Rs. 110—195
125	Line Jobbers	Rs. 100—180	Rs. 125220
126	Designers	Rs. 100—180	Rs. 120—250
127	Weaving Supervisors	Rs. 100—180	Rs. 150—300
128	Special Instructor, Marketing	Rs. 100 - 180	Rs. 185—300
129	Zonal Supervisors	Rs. 125-185	Rs. 150—300
130	Jacquard Designer	Rs. 125—185	Rs. 250—375
131	Supervisor-cum-Inspector	Rs. 125—185	Rs. 150—300
132	Senior Eri Assistant	Rs. 120—220	Rs. 195—385
133	Inspector of Co-operative Societies (Senior.)	Rs. 120—250	Rs. 150—300
134	Block Level Extension Officers (Co-operative).	Rs. 120—150	Rs. 150—300
135	S. D. O. (P. W. D.)	Rs. 120—250	Rs. 260—780
136	Supervisor, Standardised Product.	Rs. 120—250	Rs. 150—400
137	Forest Rangers	Rs. 120—250	Rs. 150300
138	Techinical Inspector (Sericulture)	Rs. 120—250	Rs. 150—300

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2 .	3	4
139	Overseer (Mechanical)	Rs. 120-250	Rs. 150—300
140	Superintendent (Pattern-making factory)	Rs. 135—250	Rs. 195—385
141	Boiler Mechanic	Rs. 150 – 250	Rs. 185—300
142	Supervisor, Calendering Plant	Rs. 155—250	Rs. 150—300
143	Sub-Assistant Registrar	Rs. 155 · 250	Rs. 195—385
144	Block Level Extension Officer (Iadustry).	Rs. 155—250	Rs. 195—385
145	Development Officer Non-ferrous	Rs. 155—250	Rs. 185—300
146	Leather Goods Expert (Aid to Co-operatives)	Rs. 155—250	Rs. 185—300
147	Tassar Designer	Rs. 155—250	Rs. 250—375
148	Farm Superintendent, Tassar Seed Station.	Rs. 155—250	Rs. 195 385
149	Manager, Central Depot (Tassar)	Rs. 155—250	Rs. 195—385
150	Designer	Rs. 105—300	Rs. 250—375
151	Art Designer	Rs. 105—300	Rs. 250—375
152	Co-operative Marketing Special Officer.	Rs. 175—350	Rs. 260—780
153	Business Manager	Rs. 175—300	Rs. 195—385
154	Sales Manager, Standardised Products.	Rs. 175—300	Rs. 195—385
155	Designer, Arts and Crafts Design Centre.	Rs. 205-350	Rs. 250—375
156	Development Officer (Non- Gazetted).	Rs. 250—410	Rs. 280—445
157	Personal Assistant to Registrar, Co-operative Societies.	Rs. 310—435	Rs. 350—475

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
158	Personal Assistant to Joint Registrar, Co-operative Societies.	Rs. 310—435	Rs. 350—475
159	Personal Assistant to Joint Registrar, Co-operative (Khadi and Village Industries).	Rs. 310—435	Rs. 350—475
160	Personal Assistant to Joint Registrar, Co-operative Societies (Handloom).	Rs. 310—435	Rs. 350-475
161	Organiser, Craft School	Rs. 200-460	Rs. 260—540
162	Administrative Secretary, Procurement-cum-Sales Depot.	Rs. 200—160	Rs. 260—780
163	Community Project Officer (Industries).	Rs. 200—460	Rs. 260—780
164	Education and Propaganda Officer.	Rs. 200—460	Rs. 260—780
165	Audit Officer, Co-operative Societies.	Rs. 200-460	Rs. 260—780
166	Principal, Co-operative Training Institute.	Rs. 200—460	Rs. 260—780
167	Personal Assistant to Registrar, Co-operative Societies (Technical).	Rs. 200—460	Rs. 260—780
168	Assistant Registrars of Co-operative Societies.	Rs. 200 –460	Rs. 260 –780
169	Special Officers, Tassar	Rs. 200—700	Rs. 260—780
170	Assistant Director of Industries	Rs. 200700	Rs. 260 – 780
171	Special Officer, Technical	Rs. 200—700	Rs. 260—780
172	Research Officer (Sericulture)	Rs. 200-700	Rs. 260—780
173	Special Officer, Sericulture	Rs. 200—700	Rs. 260—780

333

## STATEMENT No. 7

## Community Project Blocks

Serial No.	Name of the posts		Existing scale of pay	Pay scales recommended by the Pay Committee	
1	2		3	4	
1	Sweeper-cum-Choukidar	••	Rs. 16—22	Rs. 4555	
2	Female Sweeper	150	Rs. 1622	Rs. 45—55	
3	Peons		Rs. 18—24	Rs. 45—55	
4	L. D. Clerk-cum-Typist	••	Rs. 50—90	Rs. 80—135	
5	Senior Clerk (U. D. C.)		Rs. 70-100	Rs. 110—155	
6	Store-Keeper	M	Rs. 70 – 100	Rs. 80—135	
7	Village Level Workers		Rs. 70—100	Rs.100—155	
8	Gram Sevika		Rs. 70 - 100	Rs. 100—155	
9	Head Clerk-cum Accountant	q v	Rs. 90—120	Rs. 125—190	
10	Social Education Organiser	••	Rs. 120—250	Rs. 150 - 300 (for Graduates)	
			Rs. 80—140	Rs. 110—195 (for Matriculates)	
11	Progress Assistant		Rs. 120—220	Rs. 155—250	
	Home Economic	Tre	aining Centre		
1	Mali		Rs. 16—22	Rs. 45—55	
2	Watchman		Rs. 18—24	Rs. 45—55	
3	Peon	• •	Rs. 18—24	Rs. 45—55	
4	Driver		Rs. 45—65 (Rs. 10 as cleaning allowance)	Rs 80 – 120	

Serial No.	Name of the post	8		g scale pay	Pay scales recom- mended by the Pay Committee
1	2			3	4
5	Typist-cum-Clerk		Rs.	50—90	Rs. 80—135
6	Accountant-cum-Store-Ke	eper	Rs.	50—90	Rs. 80—135
7	Assistant Instructress	• •	Rs.	120—250	Rs. 185—200
8	Lady Nutrition Officer		Rs	155 250	Rs. 185—300
9	Chief Instructress	, 1	Rs.	200—460	Rs. 260 - 540
	Gram	Sevak Ta	lim Kend	ra	
1	Choukidar	STE	Rs.	1622	Rs. 45—55
2	Peon		Rs.	18—24	Rs. 45—55
3	Mali		Rs	3050	Rs. 60—75
4	Driver	MIN	Rs.	4565	Rs. 80—120
5	Lower Division Clerk		Rs.	50—90	Rs. 80-135
6	Store-Keeper	(Line of the Control	Rs.	50—90	Rs. 80—135
7	Field Assistant	सद्यमेव	नयने Rs.	5090	Rs. 80135
8	Head Clerk	• •	Rs.	90—120	Rs. 125190
9	Mechanic	••	Rs.	85—115	Rs. 100—155
	P. & C. (CO-OF	RDINATIO	ON) DEF	ARTME	NT
1	Choukidar	•	Rs.	16—22	Rs. 45—55
2	Peon	••	Rs.	18—24	Rs. 45—55
3	Stenographer, Grade III	••	Rs	85115	Rs. 115—160
4	Typist	••	Rs. (Startin Rs. 56).	50—90 g pay	Rs. 80—135 (Starting pay Rs. 95).
5	Lower Division Clerk	• •	Rs.	50—90	Rs. 80—135
6	Upper Division Clerk		Rs	70-100	Rs. 110—155

Serial No.	Name of the posts	Existing scale of pay	Pay scales recommended by the Pay Commit ee
1	2	3	4
7	Blue Printer	Rs. 50—65	Rs. 50—65
8	Tracer	Rs. 70—100	Rs. 80—120
9	Draftsman	Rs. 120—250	Rs. 150 —300
10	Overseer	Rs. 120—250	Rs. 150—300
11	Assistant Engineer	Rs. 200—700	Rs. 260—780



336

STATEMENT No. 8

COMMERCIAL TAX & SALES TAX TRIBUNAL DEPARTMENT

Serial No.	Name of the posts	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
1	Sweeper-cum-Choukidar	Rs. 16—22	Rs. 45-55
2	Sweeper	Rs. 1622	Rs. 45—55
3	Choukidar	Rs. 16—22	Rs. 45—55
4	Peons and Orderlies	Rs. 18—24	Rs. 45—55
5	Literate Peons	Rs. 21—29	Rs. 48—60
6	Jamadar	Rs. 24—34	Rs. 50—65
7	Daftry	Rs. 24—34	Rs. 50—65
8	Record Supplier	Rs. 26—38	Rs. 55—70
9	Junior Grade Typist	Rs. 50—90	Rs. 80—135 (Starting pay Rs. 95).
10	Lower Division Clerk in Circle and Range Offices.	Rs. 50—90	Rs. 80—135
11	Despatcher	Rs. 50—90	Rs. 80—135
12	Diarist	Rs. 50—90	Rs. 80—135
13	Lower Division Assistant in C. C. T. and S. T. T.'s Offices.	Rs. 55—95	Rs. 90—150
14	Upper Division Clerk in Circle and Range Offices.	Rs. 70—100	Rs. 110—155
15	Stenographer, Grade III in C. C. T. and S. T. T.'s Offices.	Rs. 85—115	Rs. 115—160
16	Senior Grade Typist	Rs. 85—115	Rs. 110—155
17	Grade II Upper Division Assistant in C. C. T. and S. T. T.'s Offices.	Rs. 90—120	Rs. 115—180

Serial No.	Name of the posts	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
18	Head Clerk in Circle Office	Rs. 90—120	Rs. 125—190
19	Upper Division Clerk in Range	Rs. 90—120	Rs. 115-160
20	Office. Stenographer, Grade II	Rs. 100—150	Rs. 145—195
21	Head Clerk in Range Office	Rs. 125—185	Rs. 155—250
22	Grade I Upper Division Assistant	Rs. 125—185	Rs. 155250
23	Senior Assistant	Rs. 185—235	Rs. 230—310
24	Head Assistant in Sales Tax Tribunal office.	Rs. 185—235	Rs. 230—310
25	Stenographer, Grade I in C. C. T. and S. T.'s Office.	Rs. 155—250	Rs. 185—325
26	Superintendent	Rs. 260—330	Rs. 325—395
27	Additional P. A. to Commissioner of Commercial Taxes.	Rs. 310435	Rs. 350 475
28	Inspector of Commercial Taxes		Rs. 150—300 (Selection grade post at 12½ per cent be created in the scale of Rs. 250—375).
29	Assistant Commercial Tax Officer	Rs. 175—380	Rs. 230—500
30	Assistant State Representative	Rs. 175—380 (Starting p a y Rs. 195).	Rs. 230—500
31	Registrar, Sales Tax Tribunal	Rs. 200 –700	Rs. 260—780
32	Commercial Tax Officer	Rs. 200—700 (Starting pay Rs. 260).	Rs. 260—780
33	Additional State Representative Commercial Taxes.	(Starting pay	Rs. 260—780
34	Personal Assistant to Commissioner, Commercial Taxes.	Rs. 260). Rs. 200—700 (Starting p a y Rs. 260).	Rs. 260—780

338
STATEMENT No. 9
EXCISE DEPARTMENT

Serial No.	Name of the posts		Existing scale of pay	Pay scales recommended by the Pay Committee
1	. 2		3	4
1	Choukidar		Rs. 16—22	Rs. 45—55
2	Office Peon	••	Rs. 18—24	Rs. 45—55
3	Boatman		Rs. 18-24	Rs. 45—55
4	Majhi	TELETA.	Rs. 18—24	Rs. 45—55
5	Cleaner		Rs. 21—29	Rs. 48—60
6	Khalasis		Rs. 21 - 29	Rs. 48—60
7	Helmsman		Rs. 24—34	Rs. 50—65
8	Serang	144	Rs. 45- 65	Rs. 70—95
9	Lower Division Clerk		Rs 50—90	Rs. 80—135
10	Motor Launch Driver		Rs. 60—90	Rs. 95—135
11	Head Clerk	ाव ज	Rs. 90—120	Rs. 125—190
12	Excise Peon	,.	Rs. 2129	Rs. 50—65
13	Assistant Sub-Inspector of Excis	e	Rs. 34—44	Rs. 80—135
14	Sub-Inspector of Excise		Rs. 70—125	Rs 125—190
15	Inspector of Excise		Rs. 120—250	Rs. 195—385
16	Superintendent of Excise	••	Rs. 200—700	Rs. 260—780 (Selection grad Rs. 700—860).

339
STATEMENT No. 10
EDUCATION DEPARTMENT

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
1	Kitchen Attendants	Rs. 16—22	Rs. 45—55
2	Gardeners	Rs. 16—22	Rs. 45—55
3	Night Watchers	Rs. 16—22	Rs. 4555
4	Chowkidars	Rs. 16-22	Rs. 45-55
5	Sweepers	Rs. 16—22	Rs. 45—55
6	Water Bearers	Rs. 16—22	Rs. 45—55
7	Cleaners	Rs. 18—24	Rs. 45—55
8	Darwans	Rs. 18—24	Rs. 45—55
9	Peons, Bearers and Oilman	Rs. 18-24	Rs. 45—55
10	Women Attender	Rs. 18—24	Rs. 45—55
11	Waterman	Rs. 21—29	Rs. 48—60
12	Specimen Collector	Rs. 21—29	Rs. 48-60
13	Gasman	Rs. 21—29	Rs. 48—60
14	Daftary	Rs. 24—34	Rs. 50 65
15	Jamadar, Office of D. P. I., Orissa.	Rs. 24—34	Rs. 50—65
16	Treasury Sarkar, D. P. I.'s Office	Rs. 26—38	Rs. 55—70
17	Record Supplier and Record Attendant.	Rs. 26—38	Rs. 55—70
18	Attenders .	Rs. 3039	Rs. 60 - 75
19	Pre-Basic trained teacher	Rs. 30—39	Rs. 65—85
20	Lower Elementary Trained teacher.	Rs. 30-39	Rs. 65—85

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
21	Untrained M. E. Teacher	Rs. 30—39	Rs. 65—85
22	Carpenter	Rs. 34—44	Rs. 60—75
23	Matrons for Women's Hostel	Rs. 35—44	Rs. 65—80
24	Head Pandit, Tol	Rs. 45—55	Rs. 115—220 (if Acharya) Rs. 100—155 (if Sastri). Rs. 80—135 (if Madhyama)
25	Higher Elementary Trained	Rs. 40—50	Rs. 70—95
26	Junior trained Non-matriculate	Rs. 40—50	Rs. 70—95
27	teachers, Assistant Sub-Inspector of School (Trained, Non-matric).	Rs. 45—60	Rs. 70—95
28	Pump Driver	Rs. 45—60	Rs. 70—95
29	Basic Trained Non-matri	Rs. 45—65	Rs. 70—95
30	Teachers. Engine Driver, Power House	Rs. 45—65	Rs. 70—95
	Ravenshaw College.		Rs. 115—220 for posts for which Acharya is the required and prescribed qualification. (32) Rs. 100— 155 for posts
31	Assistant Teachers, Tols .		Sastri is the
32	Head Pandit, Tols .	Rs. 50—85	required and prescribed
33	Madhyama Teachers .	. Rs. 50—85	

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
34	I. A. teacher appointed under revised Madhyama Syllabus.	Rs. 5085	Rs. 100—155 (if untrained) Rs. 115—180 (if trained)
35	Mechanic	Rs. 50—70	Rs. 80—120
36	Motor Driver	Rs. 50—70	Rs. 80—120
37	Lower Division ks in Subordinate Offices.	Rs. 50—90	Rs. 80—135
38	Diarist	Rs. 50—90	Rs. 80—135
39	Despatcher	Rs. 50-90 (starting pay Rs. 56).	Rs. 80—135 (starting pay Rs. 95.)
40	Junior Grade Typist	Rs. 50—90 (starting pay Rs. 56).	Rs. 80—135 (starting pay Rs. 95.)
41	Untrained Matriculate Teacher	Rs. 50-90	Rs. 80—135
42	Trained Matriculate Teachers (Matric C. T.).	Rs. 50-90 (starting pay Rs. 60).	Rs. 100—155
43	Untrained Intermediate Teachers	Rs. 50—90 (starting pay Rs. 60).	Rs. 100—155
44	Sub-Inspector and Assistant Sub- Inspector of Schools (Trained Matriculates).	Rs. 50-90 (starting pay Rs. 60).	Rs. 100—155
45	Inspecting Maulavis	Rs. 50 - 90	Rs. 100—155
46	Physical Training Instructor (Matriculate with Y. M. C. A.).	Rs. 50—90	Rs. 100—155
47	Store-keeper (Matriculate)	Rs. 50—90	Rs. 100—155
48	Librarian (Matriculate) .	Rs. 50—90	Rs. 100—155

***********	1		
Serial No.	Name of the post	Existing scale of Pay	Pay scales recommended by the Pay Committee
1	2	3	4
49	Compounders	Rs. 50—90	Rs. 100—135
50	Weaving Instructors	Rs. 50—90	Rs. 80—135
51	Craft Teachers	Rs. 50—90	Rs. 80—135
52	Agriculture Instructor in E. T. Schools.	Rs. 50—90	Rs. 80—135
53	Care-taker, Museum	Rs. 50—90	Rs. 80—135
54	Checker and Sorter of Records	Rs. 50—90	Rs. 80—135
55	L. D. Assistant	Rs. 55—95	Rs. 90—150
<b>5</b> 6	Cinema Operator	Rs. 60—90	Rs. 95—135
57	U. D. Clerks in Subordinate Offices.	Rs. 70—100	Rs. 110—155
58	Head Diarists, D. P. I.'s Office	Rs. 70—100	Rs. 110—155
59	Trained Intermediate Teachers	Rs. 70—100	Rs. 115—180
60	S. I. of Schools (Intermediate)	Rs. 70-100	Rs. 115—180
61	Glass Blower in Laboratories	Rs. 70—100	Rs. 100—155
62	Physical Training Instructor (Intermediate with Y. M. C. A.)	Rs. 70—125	Rs. 115—180
63	Junior Instructor, Government College of Physical Education.	Rs. 70—125	Rs. 115—180
64	Compounding Assistant	Rs. 70—125	Rs. 100—165
65	Laboratory Assistant (Intermediate)	Rs. 70 – 125	Rs. 100165
66	Laboratory Assistant-cum-Projectionist.	Rs. 70—125	Rs. 100 - 165
67	Instrument Keepers	Rs. 70—125	Rs. 100—165
68	Assistant Record-keeper, Office of D. P. I., Orissa.	Rs. 70—140	Rs. 100—180
	:		

Serial No.	Name of the post	ļ	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2		3	4
69	Photographer	•• .	Rs. 70—140	Rs. 115—180
70	Classical Teacher	•.•	Rs. 70—140	Rs. 115—220 (if Acharya) Rs. 100—155 (if Sastri) Rs 80—135 (if Madhyama)
71	Hindi Teacher		Rs. 70—140	Rs. 115—220
72	Art Teacher	700	Rs. 70—140	Rs. 110—195
73	Stone-carving Instructor		Rs. 70—140	Rs. 100—180
74	Tailoring Instructor	î.,	Rs. 70—150	Rs. 100—155
75	Carpenter (Museum)	t i	Rs. 70—105	Rs. 100—155
76	Marksman-cum-Label Wr (Museum).	iter	Rs. 75—105	Rs. 80—120
77	Mechanic and Fitter in La tories and in Power House.	bora-	Rs. 80—110	Rs. 100—155
78	Steno-Clerk, Grade III		Rs. 85—115	Rs. 115—160
79	Grade III Stenographer		Rs. 85—115	Rs. 115—160
80	Senior Typist		Rs. 85—115	Rs. 110—155
81	Head Typist, D. P. I. Office	••	Rs. 85—115	Rs. 110—155
82	Junior Investigator		Rs. 85—155	Rs. 110—195
83	Art Teacher	••]	Rs. 85—155	Rs. 110—195
84	Indigenous Crafts Teacher		Rs. 85—155	Rs. 110195
85	Drawing Masters	••	Rs. 85—155	Rs. 110—195
86	Manual Training Instructor		Rs. 85—155	Rs. 110195
87	Accountant, Ravenshaw Co Cuttack.	llege,	<b>R</b> s. 90—120	Rs. 125—190

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
88	Grade I Ministerial Officers in Subordinate Offices.	Rs. 90—120	Rs. 125—190
89	Grade II Upper Division Assistant.	Rs. 90—120	Rs. 115—180
90	Store-keepers, Ravenshaw College	Rs. 90—120	Rs. 115—160
91	Untrained graduate teachers	Rs. 100—140	Rs. 115—220
92	Grade II Stenographer	Rs. 100—150	Rs. 145—195
93	Basic trained Intermediate teachers	Rs. 100—150	Rs. 115—180
94	Chargeman, Power-house attached to Ravenshaw College, Cuttack.	Rs. 100—150	Rs. 115—180
95	Aeromodelling Instructor-cum- Store-keepers.	Rs. 110—150	Rs. 125 -190
96	Music and Dancing teacher	Rs. 100—180	Rs. 125—220
97	Artist Photographer	Rs. 100—180	Rs. 125—220
<b>9</b> 8	Graduate teachers with C. T. Qualification.	Rs. 100—180	Rs. 125—220
<b>99</b>	Head Pandit in Baripada Tol	Rs. 125—175	Rs. 115—220 (if Acharya) Rs. 100—155 (if Sastri) Rs. 80—135 (if Madhyama)
100	Head Clerks, Offices of Inspectors of Schools.	Rs. 125—185	Rs. 155-250
101	Accountant, Museum and Research	Rs. 125—185	Rs. 155—250
102	Head Clerk, Ravenshaw College	Rs. 125—185	Rs. 155—250
103	Grade I Upper Division Assistant	Rs. 125—185	Rs. 155—250
			·

SI. No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
104	Librarian, Ravenshaw College	Rs. 125—185	Rs. 185—300 (should be graduate and if graduate in Library Science he should be given Rs. 215—425).
105	Draftsman-cum-Artist	Rs. 125—185	Rs. 150—300
106	Computor, Office of Director of Public Instruction, Orissa.	Rs. 125—185	Rs. 110—195
107	Compiler, Office of Director of Public Instruction, Orissa.	Rs. 125—185	Rs. 110195
108	Auditors of Accounts	Rs. 120-250	Rs. 185—300
109	Headmasters and Headmistresses of 'A' and 'B' Type High English Schools and Elementary Training Schools.	Rs. 120—250	Rs. 250—425
110	Trained Graduate Teachers and Headmasters of 'A' and 'B' Type Middle English Schools.	Rs. 120—250	Rs. 185—325
111	Headmaster of Senior Basic Schools.	Rs. 120—250	Rs. 185—325 (if trained graduate).
			Rs. 115—180 (if Basic trained Intermediate).
112	Sub-Inspector of Schools (Trained Graduate).	Rs. 120—250	Rs. 185—325
113	Special Inspecting Officer for Mahamadan Education.	Rs. 120—250	Rs. 185—325
114	District Organiser, Adult Education.	Rs. 120—250	Rs. 185—325

SI. No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
115	Assistant Superintendent, Sanskrit Studies.	Rs. 120—250	Rs. 185—325
116	Deputy Inspector of Schools	Rs. 120- 250	Rs. 250—425
117	Physical Training Instructor (Graduate).	Rs. 120—250	Rs. 185—325
118	Inspectress of Physical Education	Rs. 120—250	Rs. 185—325
119	Instrument-keepers (Graduate)	Rs. 120—250	Rs. 185—325
120	Laboratory Assistant (Graduate)	Rs. 120—250	Rs. 150-300
121	Art Teacher	Rs. 120—250	Rs. 150—300
122	Weaving Instructor	Rs. 120—250	Rs. 150—300
123	Crafts Instructor	Rs. 120—250	Rs. 150—300
124	Agriculture Instructor	Rs. 120-250	Rs. 185—300
125	Assistant Radio Telegraph Instructor.		Rs. 150—300
126	Classical Teacher in High Schools	Rs. 120—250	Rs 185—325
127	Lecturer, Hindi Training Institution.	Rs. 120—250	Rs. 150300
128	Overseer	Rs. 120—250	Rs. 150—300
129	Writer-cum-Translator	Rs. 120—250	Rs. 185—325
130	Audio-visual Education Officer	Rs. 120—250	Rs. 185325
131	Shorthand and Typewriting Instructor.	Rs. 120—250	Rs. 185—325
132	Commerce Teacher	Rs. 120—250	Rs. 185—325
133	Junior Crafts Instructor, School of Arts and Crafts, Khallikote.	Rs. 120—250	Rs. 150—300
134	Junior Technical Assistant	Rs. 120-250	Rs. 150-300

Sl. No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
135	Grade I Stenographer	Rs. 155—250	Rs. 185—325
136	Headmasters of Basic Training Schools.	Rs. 155—250	Rs. 230—540
137	Shorthand and Typewriting Instructor for teaching in Colleges.	Rs. 155—250	Rs. 185—325 (with suitable special pay, if necessary).
138	Research Assistant	Rs. 155—250 (Rs. 150 fixed)	Rs. 185—325
139	Conservation Assistant	Rs. 155 – 250	Rs. 185—300
140	Colliery Assistant	Rs. 155—250	Rs. 185—300
141	Chemical Assistant	Rs. 155—250	Rs. 185—300
142	Modelier (Museum)	Rs. 155—250	Rs. 185—300
143	Superintendent, R. College	Rs. 185—235	Rs. 230—310
144	Senior Assistant	Rs. 185—235	Rs. 230310
145	Superintendent, D. P. I.'s Office	Rs. 260—300	Rs. 325—395
146	Lecturers, Sanskrit College	Rs. 175—350	Rs. 230—540
147	Teachers of Higher Secondary Schools with Post-graduate qualification.	Rs. 175—380	Rs. 230—540
148	Senior Instructor, Government College of Physical Education.	Rs. 175—380	Rs. 215—425
149	Production Officer, Office of D. P. I., Orissa.	Rs. 175380	Rs. 215—425
150	Accounts Officer	Rs. 175-380	Rs. 230-500
151	Assistant Statistician	Rs. 175—380	Rs. 260—540
152	P.A. (II) to D.P.I., Orissa	Rs. 310—435	Rs. 350-475
153	Medical Officer, R. College	Rs. 200—460	Rs. 250—540

Sl. No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee	
1	2	3	4	
154	Principal, B.B. Sanskrit College, Bolangir.	Rs. 200—460	Rs. 260—540	
155	Lecturers. School of Arts and Crafts, Khallikote.	Rs. 200—460	Rs. 260—540	
156	Senior Instructor, School of Arts and Crafts, Khallikote.	Rs. 200460	Rs. 260—540	
157	Special Officer, Crafts	Rs. 200—460	Rs. 260—540	
158	Principal, Hindi Training Institution.	Rs. 200—460	Rs. 260—540	
159	Science Consultant	Rs. 200—460	Rs. 260—540	
160	Assistant Inspector of Schools	Rs. 200—700	Rs. 260—780	
161	Organiser, Basic Education	Rs. 200—700	Rs. 260—780	
162	District Inspectors and Inspectresses of Schools.	Rs. 200—700	Rs. 260—780	
163	Superintendent of Sanskrit Studies	Rs. 200—700	Rs. 260—780	
164	Chief Inspector of Physical Education for boys.	Rs. 200 700	Rs. 260 -780	
165	Inspectress of Physical Education for Girls.	Rs. 200 700	Rs. 260—780	
166	Principal, Government College of Physical Education.	Rs. 200—700	Rs. 260—780	
167	Principal, Intermediate Colleges	Rs. 200—700	Rs. 260—780	
1€8	Lecturers in Arts and Science Colleges.	Rs. 200 700	Rs. 260-780	
169	Principal, Sadasiva Sanskrit College.	Rs. 200—700	Rs. 260-780	
170	Lecturers, R. N. Training College	Rs. 200 - 700	Rs. 260780	
171	Lecturers, Basic Training College, Angul.	Rs. 200—700	Rs. 260—780	

		1	,
Sl. No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
172	Superintendents, Research, Archa ology and Museum.	Rs. 200—700	Rs. 260—780
173	Curators, Research, Museum a Archaeology.	nd Rs. 200 – 700	Rs. 260780
174	Headmasters and Headmistresses Secondary Training School.	of Rs. 200—700	Rs. 260—780
175	Headmasters of District Headquaters High Schools and Capit High School.	Rs. 200—700	Rs. 260—780
176	Headmistress of Governmet Gi High School.	rls Rs. 200—700	Rs. 260780
177	Principal, School of Arts a Crafts, Khallikote.	nd Rs. 200—700	Rs. 260—780
178	Assistant. D.P.I., Orissa	Rs. 200—700	Rs. 260—780
179	District Social Educational Organ ser.	ni- Rs. 200—700	Rs. 260—780
180	Publicity Officer	Rs. 200—700	Rs. 260780
181	P. A. (I) to D.P.I., Orissa	Rs. 200—700	Rs. 260—780
	CONTINGENT	-PAID STAFF	
1	Kitchen Attendants	Rs. 16—22	Rs. 45-55
2	Cooks	Rs. 16—22	Rs. 45—55
3	Escorting Maids	Rs. 16—22	Rs. 45—55
4	Cleaner of the Vehicle supplied Womens Institute, Cuttack.	to Rs. 16—22	Rs. 4555
5	Ploughman	Rs. 16—22	Rs. 45—55
6	Bus Driver	Rs. 45—65	Rs. 80—120

**35**0

## STATEMENT No. 11 EMPLOYMENT EXCHANGE

Serial No.	Name of the post		Existing scale of pay	Pay scales re- commended by the Pay Com- mittee
1	2		3	4
1	Watchman-cum-Sweeper		Rs. 16—22	Rs. 45—55
2	Choukidar-cum-Sweeper	••	Rs. 16-22	Rs. 45—55
3	Peons		Rs. 18—24	Rs. 45—55
4	Daftry	ecrosico	Rs. 24—34	Rs. 5065
5	Guide		Rs. 24—34	Rs. 50—65
6	Driver		Rs. 45—65	Rs. 80—120
7	L. D. Clerk		Rs. 50—90	Rs. 80—135
8	Guide	27.84	Rs. 5090	Rs. 80—135
9	Typist		Rs. 50—90 (starting pay	Rs. 80—135 (starting pay
10	L. D. Assistant	यमेव ज	Rs. 56 ). Rs. 55—95	Rs. 95 ). Rs. 90—150
11	U. D. Clerk		Rs. 70—100	Rs. 110—155
12	Statistical Assistant	••	Rs. 70—100	Rs. 90—150
13	Head Clerk	••	Rs. 90—120	Rs. 125—190
14	U. D., Grade II Assistant	•• {	Rs. 90—120	Rs. 115—180
15	Stenographer, Grade II		Rs. 100—150	Rs. 145—195
16	U. D., Grade I Assistant	••	Rs. 125—185	Rs. 155—250
17	Office Superintendent	••	Rs. 235—300	Rs. 300—395
18	District Employment Officer		Rs. 175—380	Rs. 230—500
19 20 21	Cuttack.	Officer,	Rs. 175—380 Rs. 200—700 Rs. 200—700	Rs. 230—509 Rs. 260—780 Rs. 260—780
22	Assistant Director of Employ	ments	Rs. 200-700	Rs. 260—780

351
STATEMENT No. 12
FISHERIES DEPARTMENT

Serial No.	Name of the pos	t		g scale of ay.	Pay scales recommended by the Pay Committee.
1	2			3	4
1	Watchman	• •	Rs.	16—22	Rs. 45—55
2	Attendants	••	Rs.	16—22	Rs. 45—55
3	Choukidar	• •	Rs.	16—22	Rs. 4555
4	Sweeper	ANTE	Rs.	1622	Rs. 45-55
5	Lascars		Rs.	16—22	Rs. 45—55
6	Tindals		Rs.	16-22	Rs. 45—55
7	Cleaners	TA IT	Rs.	18—24	Rs. 45-55
8	Office Peons and Orderlie	es		18—24 ing pay 20)	Rs. 45—55
9	Laboratory Attendant	सद्यमेव	यने Rs.	18—24	Rs. 4555
10	Khalasi	• •	Rs.	21—29	Rs. 4860
11	Zamadar	••	Rs.	24—34	Rs. 50—65
12	Treasury Sarkar	••	Rs.	24—34	Rs. 5065
13	Daftry	••	Rs.	24—34	Rs. 50—65
14	Record Supplier	••	Rs.	2638	Rs. 55-70
15	Gurkha Watchman	••	Rs.	30—39	Rs. 60—75
16	Helpers	••	Rs.	3039	Rs. 60—75
17	Motor Driver		Rs.	45—65	Rs. 80—120
18	Tindal Mechanic	••	Rs.	50-70	Rs. 80-120
19	Junior Operator	••	Rs.	50—70	Rs. 80-120
20	Diarist	••	Rs.	50—90	Rs. 80-135

Serial. No.	Name of the post		Existing scale of pay	Pay scales reco- mmended by the Pay Committee
1	. 2	·	3	4
21	Typist-cum-Despatcher	••	Rs. 50—90 (Starting Rs. 56)	Rs. 80 -135 (Starting Rs. 95)
22	L. D. Clerk-cum-Typist		Rs. 50—90	Rs. 80—135
23	Laboratory Assistant		Rs. 50—90	Rs. 100—165
24	Pump and Launch Driver		Rs. 60—90	Rs. 95—135
25	Driver for Pluck Ice Plant		Rs. 60—90	Rs. 95—135
26	L. D. Assistant	2.0	Rs. 55—95	Rs. 90—150
27	Accountants		Rs. 70—100	Rs. 110—155
28	Store-Keeper		Rs. 70—100	Rs. 80—135
29	Upper Division Clerks	The	Rs. 70—100	Rs. 110—155
30	Accountants	11	Rs. 85—115	Rs. 115—160
31	Mechanic	3	Rs. 85—115	Rs. 100—155
32	Stenographers, Grade III	मेव ज	Rs. 85—115	Rs. 115—160
33	Senior Typist		Rs. 90—120	Rs. 110—155
34	Grade II Assistant		Rs. 90—120	Rs. 115—180
35	Accountant-cum-cashier	• •	Rs. 90—120	Rs. 115 -160
36	Head Clerk-cum-Accountant		Rs. 90—120	Rs. 125—190
37	Senior operator	••	Rs. 100150	Rs. 100—155
38	Stenographer, Grade II		Rs. 100—150	Rs. 145—195
39	Grade I Assistant		Rs. 125—185	Rs. 155—250
40	Supervisor of Accounts	••	Rs. 125—185	Rs. 155—250
41	Senior Accounts Supervisor		Rs. 155—235	Rs. 185—300
42	Under study	••	Rs. 185—235	Rs. 230—310
43	Overseers	••	Rs. 120—250	Rs. 150—300

Serial. No.	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
44	Statistical Assistant		Rs. 155—250	Rs. 185—325
45	Personal Assistant to Director		Rs. 310—435	Rs. 350—475
46	Fisheries Demonstrator		Rs. 40—50	Rs. 65—80
47	Fisheries Supervisor		Rs. 50—65	Rs. 80—120
48	Inspector of Fisheries		Rs. 85—115	Rs. 125—190
49	District Fisheries Officer		Rs. 120—250	Rs. 215—425
50	Junior Research Assistant		Rs. 120—250	Rs. 215—425
51	Senior Research Assistant		Rs. 155—250	Rs. 260—540
52	Superintendent of Fisheries		Rs. 175—380	Rs. 260 - 540
53	Assistant Director of Fisheries	U	Rs. 200—700	Rs. 260—780

सन्धमेव जयते

354
STATEMENT No. 13
FOREST DEPARTMENT

Serial No.	Name of the	post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
1	Watchers	••	Rs. 7-50 nP. (fixed)	No change
			Rs. 4-00 nP. (fixed)	No change
2	Office Sweeper	emin	Rs. 16—22	Rs. 45—55
3	Office Choukidar		Rs. 16—22	Rs. 45—55
4	Choukidar	•	Rs. 60 (fixed)	Rs. 45—55
5	Dak Runner	VIII	Rs. 16—22	Rs. 45—55
6	Malies	THE RE	Rs. 16-22	Rs. 45—55
7	Boat Majhi		Rs. 16-22	Rs. 45—55
8	Office Peons	सन्यमेव ज	1	Rs. 45-55
9	Tent Khalasi	••	Rs. 18—24 . Rs. 18—24	Rs. 45—55
10	Cleaners	••	Rs. 18-24	Rs. 45—55
11	Cook-cum-Bearer	••	Rs. 18—24	Rs. 45-55
12	Attendant	•	Rs. 18—24	Rs. 45—55
13	Literate Peon	•	Rs. 21—29	Rs. 48—60
14	Jamadar Orderly	••	Rs. 24—34	Rs. 50—65
15	Daftry	••	Rs. 24-34	Rs. 50—65
16	Record Supplier	••	Rs. 26—38	Rs. 55—70
17	Dresser	••	Rs. 26-38	Rs. 60—75
18	Amins	•••	Rs. 4060	Rs. 70—95

Serial No.	Name of the post		Existing scale of pay		Pay scales recom- mended by the Pay Committee
1	2		3		4
19	Jeep Driver	••	Rs. 45—65		Rs. 80—120
20	Diarist	••	Rs. 50—90		Rs. 80—135
21	Junior Grade Despatcher	••	Rs. 50-90		Rs. 80—135
22	Junior Grade Typist	• •	Rs. 50—90	••	Rs. 80—135 (Starting pay Rs. 95).
23	L. D. Clerks	1	Rs. 50—90		Rs. 80-135
24	Librarian		Rs. 50—90	••	Rs. 90—150 (Should be a member of the Ministerial cadre of the Department).
25	Compounder		Rs. 50-90		Rs. 100—155
26	Guide	सद्यमेव ज	Rs. 50—90	••	Rs. 95—135
27	L. D. Assistant	double a	Rs. 55—95		Rs. 90—150
28	Assistant Draftsman	••	Rs. 60—90		Rs. 100—155
29	U. D. Assistant	<b>x</b> •	Rs. 70—100		Rs. 110155
30	Accountants		Rs. 70—100		Rs. 110—155
31	Surveyor Draftsman		Rs. 70—140 (if held by passed Overse Rs. 120—250 (if held by pa Overseers).	)	passed Over- seers).
32	Assistant Instructor	••	Rs. 80 (fixed)	)	Rs. 115—160
33	Senior Grade Despatcher	• •	Rs. 85—115		Rs. 110—155
34	Senior Grade Typist	• •	Rs. 85—115		Rs. 110—155
35	Stenographer, Grade III	••	Rs. 85—115		Rs. 115—160

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
36	Grade II Assistant	Rs. 90—120	Rs. 115—180
37	Head Clerks	Rs. 90—120	Rs. 125—190
38	Grade II Stenographer	Rs 100—150	Rs. 145—195
39	Senior Assistant	Rs. 100—150	Rs. 125—190
40	Grade I Assistant	Rs. 125—185	Rs. 155—250
41	Assistant Operator	Rs. 120-220	Rs. 155 –250
42	Senior Assistant	Rs. 185—235	Rs. 230-310
43	Head Assistants	Rs. 185—235	Rs 230-310
44	Chief Operator	Rs. 200—700	Rs. 260—780
45	Forest Guard untrained	Rs. 21—29	Rs. 50—65
46	Forest Guard trained	Rs. 26—38	Rs. 55—70
47	Foresters	Rs. 50-90	Rs. 95—135
48	Deputy Rangers	Rs. 80—125	Rs. 115—160
49	Rangers	Rs. 120—250 (Starting pay Rs. 130).	Rs. 185—300
50	Assistant Conservator of Forests	Rs. 200700	Rs 260—780
	WORK-CHARGED	ESTABLISHMEN	$\mathbf{T}$
1	Mali	Rs. 16—22	Rs. 45—55
2	Bungalow Choukidar	Rs. 16-22	Rs. 45 - 55
3	Bungalow Choukidar	Rs. 16 (fixed)	Rs. 45—55
4	Bungalow Choukidar	Rs. 20 (fixed)	Rs. 45—55
5	Permit Issuing Gumasta	Rs. 16—22	Rs. 4555
6	Gate Laskar	Rs. 16—22	Rs. 45—55

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
7	Watcher	Rs. 16—22	Rs. 45—55
8	Mate to Mahunta	Rs. 1622	Rs. 45—55
9	Mahunta of Elephant	Rs. 16—22	Rs. 45—55
10	Check Naka Guard	Rs. 16—22	Rs. 45—55
11	Coupe Guard	Rs. 1622	Rs. 45—55
12	Untrained Forest Guards	Rs. 21—29	Rs. 50-65
13	Gate-keeper	Rs. 21—29	Rs. 50—65
14	Depot Guard	Rs. 21—29	Rs. 50—65
15	Trained Forest Guards	Rs. 26—38	Rs. 55—70
16	Check Naka Moharir	Rs. 30—39	Rs. 60—75
17	Depot Moharir	Rs. 30—39	Rs. 60—75
18	Coupe Moharir	Rs. 30—39	Rs. 60—75
19	Foresters	Rs. 50—90	Rs. 95—135
20	L. D. Clerks	Rs. 50—90	Rs. 80—135
21	Head Clerk	Rs. 90—120	Rs. 125 190
22	Forest Rangers	Rs. 120—250	Rs. 175—300

358 STATEMENT No. 14

## GOVERNMENT PRESS

Serial No.	Name of the po	st	Existing so pay	cale of	Pay scales recommended by the Pay Committee.
1	2		3		4
1	Mulias		Rs.	16—22	Rs. 45—55
2	Farashes		Rs.	16—22	Rs. 45—55
3	Helpers	(SEE SE	Rs.	16—22	Rs. 45—55
4	Malis		Rs.	16—22	Rs. 45—55
5	Sweepers		Rs.	16—22	Rs. 4555
6	Choukidars		Rs.	18—24	Rs. 45—55
7	Peons	MAN	Rs.	18—24	Rs. 4555
8	Darwans	N.	Rs.	18—24	Rs. 4555
9	Fly Boys (Press)	(Classical)	Rs.	18—24	Rs. 55—70
10	Cleaners	सद्यमेव न	यन Rs.	18—24	Rs. 45—55
11	Forme Carriers		Rs.	21—29	Rs. 50—65
12	Forme Washers		Rs.	21—29	Rs. 5065
13	Lead and Roller Caster		Rs.	2129	Rs. 65—85
14	Treasury Sarcar and supplier.	Record-		26—38	Rs. 55—70
15	Inkman		Rs.	26—38	Rs. 55—70
16	Type-suppliers	••	Rs.	30—39	Rs. 70—95
17	Gardener		Rs.	30—39	Rs. 60—75
18	Galley Proof Pressman		Rs.	30—39	Rs. 70—95
19	Binders (Junior Grade)			30—39	Rs. 65—85
20	Packer	••	Rs.	3039	Rs. 65-85

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
21	Distributor	Rs. 30—39	Rs. 70—95
22	Paper Issuers	Rs. 34—44	Rs. 70—95
23	Tradle Machineman	Rs. 34—44	Rs. 95—135 (Senior).
			Rs. 70—95 (Junior).
24	Pressman (Junior grade)	Rs. 34—44	Rs. 70—95
25	Machine Fly Boys	Rs. 34—44	Rs. 70—95
26	Impositors	Rs. 34—44	Rs. 70—95
27	Standing Forme Keeper and Type-supplier.	Rs. 34—44	Rs. 80—120
28	Assistant Type Store Keeper	Rs. 34—44	Rs. 80—120
29	Mono Caster Attendant	Rs. 34—44	Rs. 100—155 (Should be designated as Monocasting Operator).
<b>\$</b> 0	Pressman (Senior Grade)	Rs. 40-50	Rs. 80—120 (Senior).
31	Binders (Senior Grade)	Rs. 40—50	Rs. 70-95
32	Compositors (Junior Grade)	Rs. 40—60	Rs. 80—120
<b>\$</b> 3	Workshop Mistry	Rs. 40—60	Rs. 80-120
34	Junior Mechanics, T. R. S.	Rs. 40—60	Rs. [80—120
35	Copy-holders	Rs. 45—65	Rs. [80—135

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
36	Driver	Rs. 45—65	Rs. 80—120
37	Assistant Binding Jamadar	Rs. 45—65	Rs. 70—95
38	Diarist and Despatcher	Rs. 45—65	Rs. 80—135
39	Receiver and Despatcher	Rs. 45—65	Rs. 80—135
40	Machineman	Rs. 50—70	Rs. 95—135
41	Carpenter	Rs. 50—70	Rs. 80—120 (Grade II)
<b>4</b> 2	Press Jamadar	Rs. 50—65	Rs. 80—120
43	L. D. Clerk	Rs. 50—90	Rs. 80—135
44	Revisors	Rs. 50—90	Rs 110—155
45	Compositors (Senior Grade)	Rs. 60—90	Rs. 100—155
46	Senior Mechanic (T. R. S.)	Rs. 60—90	Rs. 100—155
<b>4</b> 7	Mono Caster Mechanic	Rs. 60—90	Rs. 100—155 (Should be designated as Mono Casting Operator).
48	Type Casting Operator	Rs. 60—90	Rs. 100—155
49	Assistant Machine Foreman	Rs. 60-90	Rs. 125—190
50	Foreman	Rs. 60—90	Rs. 100—155
51	Time Work Checker	Rs. 60—110	Rs. 110—155
52	Types Store Keeper	Rs. 60—110	Rs. 125—190
53	Workshop Mechanic	Rs. 70 –100	Rs. 100—155
54	Junior Reader	Rs. 70—100	Rs. 125—190
55	Binding Jamadar	Rs. 70—100	Rs. 80—120
56	Assistant Section Holder	Rs. 70—100	Rs. 125—190

Serial No.	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
57	Cashier	• •	Rs. 70—100	Rs 110—155
58	U. D. Clerks	••	Rs. 70—100	Rs. 110—155
59	Assistant Store Keeper		Rs. 70—100	Rs. 110155
60	Instructors	• • •	Rs. 70—150	Rs. 100180
61	Carpenter		Rs. 80—110	Rs. 100—155
62	Electric Mistry	220	Rs. 80—110	Rs. 100—155
63	Stenographer, Grade III		Rs. 85—115	Rs. 145—195 (Same as Grade II Steno- grapher).
64	Head Mechanic, T. R. S.		Rs. 85—115	Rs. 155—250
65	Accountant	H	Rs. 90—120	Rs. 115—160
66	Head Computor		Rs. 90—120	Rs. 145—195
67	Assistant-in-charge, Publish	ing	Rs. 90—120	Rs. 145—195
68	Branch. Store Keeper	••	Rs. 90—120	Rs. 145—195
69	Head Time Keeper	••	Rs. 90—120	Rs. 145—195
70	Lino Operator	••	Rs. 90—120	Rs. 125—190
71	Mono Operator	••	Rs. 90—120	Rs. 125—190
72	Head Clerk-cum-Accountant		Rs. 90—120	Rs. 125—190
73	Head Clerk		Rs. 100—150	Rs. 145—195
74	Section Holders	••	Rs. 100—150	Rs. 155—250
75	Binding Foreman	••	Rs. 100—150	Rs. 155—250
76	Machine Foreman		Rs. 100—150	Rs. 155—250
77	Senior Reader	••	Rs. 100—180	Rs. 155—250
78	Reader-in-charge	••	Rs. 100—180	Rs. 155—250

Serial No.	Name of the post		Existing scale of Pay	Pay scales recommended by the Pay Committee
1	2		3	4
79	Head Assistants	• •	Rs. 155—235	Rs. 185—300
80	Assistant Overseers	••	Rs. 155—250	Rs. 215—280
81	Head Reader	••	Rs. 155—250	Rs. 185—325
82	Overseer		Rs. 260—330	Rs. 325395
83	Assistant Superintendents		Rs. 260—330	Rs. 260—780
84	Assistant Mechanical Engineer		Rs. 200—700	Rs. 260-780
85	Deputy Superintendent		Rs. 310—435	Rs. 500—920



363

# **STATEMENT No. 15**GRAMA PANCHAYATS DEPARTMENT

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
1	Grain-gola Choukidars	Rs. 16—22	Rs. 45—55
2	Orderly Peons	Rs. 18—24	Rs. 45—55
3	Oriya Typist	Rs. 50—90	Rs. 80—135 (Starting pay Rs. 95).
4	Lower Division Clerks	Rs. 50—90	Rs. 80 —135
5	Upper Division Clerks	Rs. 70—100	Rs. 110—155
6	Tahasildars	Rs. 90—120	Rs. 125—190
7	Audit Inspector	Rs. 85115	Rs. 115—160
8	Grade II Stenographer	Rs. 100—150	Rs. 145—195
9	Grama Panchayat Supervisors	Rs. 120-250	Rs. 150—325
10	Grama Panchayat Organiser	Rs. 175—380	Rs. 230—500
11	Assistant Directors of Grama Panchayat.	Rs. 200—700	Rs. 260 780

364

STATEMENT No. 16

HINDU RELIGIOUS ENDOWMENT

Serial No.	Name of the pos	it	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	:	3	
1	Watcher	••	Rs. 1622	Rs. 45—55
2	Peon		Rs. 18—24	Rs. 4555
3	Daftry	• •	Rs. 2434	Rs. 50—65
4	Treasury Sarkar	A. 128	Rs. 24—34	Rs. 5065
5	Copyist		Rs. 50—90	Rs. 80—135
6	Typist	J hi	Rs. 50—90 (Starting pay Rs. 56).	Rs. 80—135 (Starting pay Rs. 95.)
7	Despatcher		Rs. 50—90	Rs. 80—135
8	Diarist		Rs. 50—90	Rs. 80—135
9	L. D. Assistant	सन्यमेव ज	Rs. 55—95	Rs. 90—150
10	Stenographer, Grade III	••	Rs. 85—115	Rs. 115160
11	Junior Auditor	••	Rs. 90—120	Rs. 115—180
12	Grade II Assistant		Rs. 90—120	Rs. 115—180
13	Stenographer, Grade II		Rs. 100—150	Rs. 145—195
14	Senior Auditor		Rs. 125—185	Rs. 155—250
15	Grade I Assistant		Rs. 125—185	Rs. 155—250
16	   Accountant		Rs. 125—185	Rs. 155—250
17	Head Assistant	••	Rs. 185 –235	Rs. 230—310
18	Inspector of Endowment		Rs. 120—220	Rs. 155—250
19	Assistant Commissioner of ment.	of Endow-	Rs. 230—700	Rs. 260—780

365

## STATEMENT No. 17

### INDUSTRIES DEPARTMENT

## (DIRECTORATE)

Serial No.	Name of the post		Existing scale of pay	Pay s c a l e s recommended by the Pay Committee
1	2		3	4
1	Sweeper	• •	Rs. 16—22	Rs. 45—55
2	Mali		Rs. 16—22	Rs. 45—55
3	Farash	(COUNT)	Rs. 16—22	Rs. 45—55
4	Choukidar		Rs. 16—22	Rs. 45—55
5	Office Peons and Orderlie	es .	Rs. 18—24	Rs. 45—55
6	Treasury Sarkar		Rs. 24—34	Rs. 50—65
7	Daftry	MAN	Rs. 24—34	Rs. 50—65
8	Jamadar	N.	Rs. 26—38	Rs. 55—70
9	Record Supplier	(Clina)	Rs. 26—38	Rs. 55—70
10	Driver	सद्यमेव ज	Rs. 45—65	Rs. 80—120
11	Junior Grade Typist	••	Rs. 50—90 (Start i n g pa y Rs. 56)	Rs. 80-135 (Starting pay Rs. 95)
12	Librarian		Rs. 50—90	Rs. 90—150 (Should be a member of the Ministerial cadre of the Department.
13	L. D. Diarist	••	Rs. 50—90	Rs. 80—135
14	L. D. Assistant	••	Rs. 5595	Rs. 90—150
15	U. D. Diarist	••	Rs. 70—100	Rs. 110—155
16	Stenographer, Grade III	••	Rs. 85—115	Rs. 115—160
17	Senior Grade Typist	P-1	Rs. 85—115	Rs. 110—155

Serial No.	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
18	Grade II Accountant	••	Rs. 90—120	Rs. 115180
19	Grade II Assistant		Rs. 90—120	Rs. 115-180
20	Stenographer, Grade II	••	Rs. 100—150	Rs. 145—195
21	Grade I Accountant	••	Rs. 125—185	Rs. 155—250
22	Grade I Assistant		Rs. 125—185	Rs. 155—250
23	Grade I Stenographer		Rs. 155—250	Rs. 185—325
24	Senior Accountant		Rs. 185—235	Rs. 230—310
25	Head Assistant		Rs. 185-235	Rs. 230—310
26	Manager	W	Rs. 260—330	Rs. 325—395
27	Helper		Rs. 4050	Rs. 65—75
28	Draftsman		Rs. 85—115	Rs. 115—160
29	Junior Auditor	3	Rs. 100150	Rs. 125—190
30	Senior Auditor	••	Rs. 155—23:	Rs. 185—300
31	Civil Overseer	••	Rs. 120—250	Rs. 150—300
32	Estimator		Rs. 120—250	Rs. 150—300
33	Mechanical Supervisor		Rs. 120—250	Rs. 150—300
34	Statistician	••	Rs. 175—350	Rs. 260—540
35	Accounts Officer	••	Rs. 175—380	Rs. 230—500
36	Pilot Project Officer	••	Rs. 200—460	Rs. 260-540
37	Personal Assistant to Director Industries.	of	Rs. 310-43	Rs. 350475
38	Publicity Officer	••	Rs. 200—70	0 Rs. 260—780
39	Assistant Engineer (Civil)		Rs. 200—70	0 Rs. 260—780
40	Industrial Chemist	••	Rs. 20070	0 Rs. 260—780

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
41	Assistant Inspector of training	Rs. 200—700	Rs. 260—780
.42	Industries Engineers	Rs. 200—700	Rs. 260—780 (A suitable higher start may be given if experienced candidates are ac t u a 11 y necessary to be appointed).
43	Assistant Director of Industries ( Leather ).	Rs. 200—700	Rs. 260-780 (With suitable higher start if necessary).
44	Assistant Director of Industries (Mechanical).	Rs. 200—700	Rs. 260—780
45	Assistant Director of Industries (Small-scale Industries).	Rs. 200—700	Rs. 260—780
46	Assistant Director of Industries (General).	Rs. 200—700	Rs. 260—780

### SUBORDINATE OFFICES

### ENGINEERING SCHOOLS

1	Second Engine Driver	••	Rs. 45—65	Rs. 65—75
2	Second Blaksmith	••	Rs. 50—70 (for Grade II)	Rs. 80—120 (for Grade II)
			Rs. 80—110 (for Grade I)	Rs. 100—155 (for Grade I)
3	Second Carpenter	••	Rs. 50—70	Rs. 80—120
4	Painter	••	Rs. 50—70	Rs. 80—120
5	Second Fitter	••	Rs. 50—70	Rs. 80—120
6	Head Carpenter	••	Rs. 80—110	Rs. 100—155
7	Pattern-maker		Rs. 80—110	Rs. 100—155

Serial No.	Name of the pos	st	Existing of pa		Pay scales recom- mended by the Pay Committee
1	2		3		4
8	Head Mechanic	. •	Rs. 85	<u>—115</u>	Rs. 110—155
9	Head Fitter	• •	Rs. 80	100	Rs. 110—155
10	Moulder	• •	Rs. 6	090	Rs. 80—120
11	Instructor	• •	Rs. 5	0—90	Rs. 100—155
12	Laboratory Assistant	••	Rs. 5	<b>0—9</b> 0	Rs. 80—135
13	Electrician	• •	Rs. 7	0—90	Rs. 100—155
14	Truck Driver	SHE	Rs. 7	0—90	Rs. 80—120
15	Motor Mechanic		Rs. 80	100	Rs. 100155
16	Welder		Rs. 80	110	Rs. 100—155
17	Physical Training Instru	ctor	Rs. 70	100	Rs. 115—180
18	Physical Training Instru	ctor	Rs. 70	125	Rs. 115—180
19	Laboratory Assistant		Rs. 70	125	Rs. 100—165
20	Demonstrator	सद्यमेव	Rs. 100	180	Rs. 125—220
21	Workshop Instructor	• •	Rs. 100	180	Rs. 125—220
22	Draftsman	• •	Rs. 125	185	Rs. 150—300
23	Instructors	••	Rs. 120	_250	Rs. 185—300
24	Foreman	••	Rs. 120	250	Rs. 150—300
25	Foreman	. ••	Rs. 155	250	Rs. 150—300
26	(a) Assistant Lecturer		Rs. 155	<b>—25</b> 0	(a) Rs. 185—325
	matics and Science; (b) Civil Engineering				(b) Rs. 185—300 (If filled up by deputation from other Departments). Rs. 185—325 (If filled up by direct recruitment).

Serial No.	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
27	Lecturers, Engineering Schools		Rs. 200—460	Rs. 260—780
28	Lecturers, Engineering Schools		Rs. 200—700	Rs. 260—780
	INDUSTRIAL TRA	INI	NG INSTITUTE	I
29	Helper	••	Rs. 30—40	Rs. 60—75
30	Workshop Attendant		Rs. 3580	Rs. 65—80
31	Drawing Instructor	et siza en	Rs. 70—140	Rs. 100—155
32	Junior Instructor (Crafts)	2.6	Rs. 70—150	Rs. 125—190
33	Instructor		Rs. 70—155	Rs. 125—190
34	Instructor		Rs. 85—155	Rs. 125—190
35	Instructor	уŊ	Rs. 85—155	Rs. 125—190
36	Mathematics Instructor		Rs. 85—155	Rs. 115—180
37	Senior Instructor (Crafts)		Rs. 100—180	Rs. 125—190
38	Supervisor	पेव ।	Rs. 100180	Rs. 125 – 220
39	Instructor		Rs. 100-250	Rs. 185—300
40	Senior Instructor (Crafts)		Rs- 120 -250	Rs. 185—300
41	Physical Training Instructor-cu Hostel Superintendent.	m-	Rs. 120—250	Rs. 185—325 (Plus suitable special pay for doing the duties of Hostel Superintendent).
42	Supervisor	••	Rs. 120—250	Rs. 150—300
43	Supervisor	••	Rs. 155—250	Rs. 185—300
44	Foreman		Rs. 155-250	Rs. 185—300
45	Assistant Instructor		Rs. 155-250	Rs. 185—300
46	Instructor	••	Rs. 175—350	Rs. 185—300
47	Diesel Training Institute.	and	Rs. 250—410 Rs. 190—450	Rs. 260—780
48	Medical Officer	• •	Rs. 190—450	Rs. 250—540

370
INDUSTRIES AND JUNIOR TECHNICAL SCHOOLS AND DEVELOPMENT SCHEMES

Serial No.	Name of the po	st		ting scale of pay	Pay scales recom- mended by the Pay Committee
1	2			3	4
49	Helper		Rs.	30—39	Rs. 60—75
50	Workshop Attendants	••	Rs.	30—39	Rs. 60—75
51	Wood-working Machini	ist	Rs.	80—110	Rs. 100155
52	Assistant Instructor	••	Rs.	80—110	Rs. 100—155
53	Mistry Instructor	COPPER.	Rs.	70—90	Rs. 100—155
54	Mistry Instructor		Rs.	70140	Rs. 110—155
55	Designer-cum-Draftsma	ın	Rs.	85—115	Rs. 110—155
56	Instructor		Rs.	80110	Rs. 125—190
57	Foreman		Rs.	95—155	Rs. 110—195
58	Instructor	NE	Rs.	120 200	Rs. 185300
59	Foreman-cum-Master and Fitter.	Carpenter	( -	155250	Rs. 185—300
60	Superintendent	••	Rs.	155—250	Rs. 185-300
	I	LEATHER S	CHEN	MES	
61	Helper		Rs.	21-29	Rs. 48—60
62	Sales Attendant		Rs.	24-34	Rs. 55—70
63	Helper	•	Rs.	26-46	Rs. 60—75
64	Mechanic		Rs.	30-39	Rs. 80—120
65	Hide Collector	•	Rs.	3039	Rs. 60—75
66	Mistries	• •	Rs.	4050	Rs. 65—75
67	Hide Supervisor	• •	Rs.	4050	Rs. 65 -75
<b>6</b> 8	Saver		Rs.	4050	Rs. 65—75
69	Flesher	••	Rs.	40—50	Rs. 65—75

Serial No.	Name of the po	st	Existin of	g scale pay	Pay scale mended Pay Con	by the
1	2			3	4	1
70	Driver (Truck)	• •	R	s. 50 – 70	Rs.	80120
71	Assistant Inspector	••	Rs	45—65	Rs.	80—120
72	Laboratory Assistant		Rs	. 5090	Rs.	80-135
73	Hide Examiner	• •	Rs	. 60—90	Rs. 1	.00—155
74	Inspector	• •	Rs	. 60—90	Rs. 1	.00—155
75	Fitter-cum-Electrician	estab	Rs	. 70—90	Rs. 1	00—155
76	Instructor		Rs	. 70—90	Rs. 1	00—155
77	Foreman		Rs	. 70—90	Rs.	80120
78	Foreman		Rs.	85—115	Rs. 1	10—155
79	Taxidermist	1211	Rs.	70—150	Rs. 1	00-155
80	Superintendent		Rs.	125—185	Rs. 1	25220
81	Superintendent	Manage 2	Rs.	155250	Rs. 1	85—300
82	Research Assistant	सत्यमेव ज	यन Rs.	155—250	Rs. 1	85300
83	Manager	••	Rs.	175—350	Rs. 2	215—395
84	Leather Technologist	• •	Rs.	200—700	Rs. 2	260—780
	Cl	ERAMIC SO	СНЕМЕ			
85	, Helper	¢m <b>ò</b>	Rs.	30—39	Rs.	60—75
86	Driver	• •	Rs.	<b>50—7</b> 0	Rs.	80—120
87	Mechanic	••	Rs.	60-90	Rs.	80—120
88	Supervisor	• •	Rs.	70-90	Rs.	100—155
89	Mechanic-cum-Electrici	an	Rs.	85—155	Rs.	100155
90	Moulder-cum-Artist	••	Rs.	85155	Rs	110—195
91	Foreman	••	Rs.	85—155	Rs	110195
92	Modeler-cum-Artist	••	Rs.	100150	Rs.	125—190

Serial No.	Name of the post			g scale of ay	Pay scales recom- mended by the Pay Committee
1	2			3	4
93	Foreman-cum-Master Potter	•	Rs.	100—150	Rs. 125—190
94	Superintendent	••	Rs.	155—250	Rs. 185—300
95	Assistant Ceramic Technologi	st	Rs.	200460	Rs. 260—540
96	Ceramic Technologist	••	Rs.	200—700	Rs. 260—780
97	Mechanic	••	Rs.	6090	Rs. 80120
98	Superintendent	EES	Rs.	155—250	Rs. 185—300
99	Assistant Manager		Rs.	155—250	Rs. 185—300 (If technically qualified.)
		lit			Rs. 150—300 (If a Graduate in Commerce or Economics.)
	TRAINING-CUM-P	RODI	JCTION	CENTR	ĽΕ
100	Helper	यमेव	नयने Rs.	30—39	Rs. 60-75
101	Tool Setter	••	Rs.	50—90	Rs. 80—135
102	Operator and Oil Expeller	• •	Rs.	60—90	Rs. 95—135
103	Fitter Mechanic	••	Rs	80100	Rs. 100—155
104	Electrician	•••	Rs.	80—110	Rs. 100—155
105	Spot Welder	••	Rs.	80—110	Rs. 100—155
106	Skilled Operator	••	Rs.	85—115	Rs. 100—155
107	Mechanical Supervisor	••	Rs.	120—250	Rs. 185—300
108	Foreman	••	Rs.	155—250	Rs. 185—300

Serial No.	Name of the posts		Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2		3	4
	COMMON S	ERVI	CE CENTRE	
109	Helper	•• {	Rs. 21-29	Rs. 48—60
110	Mechanic Operator	••	Rs. 30—39	Rs. 80—120
111	Master Cutter	••	Rs. 70—90 (Starting Rs. 80)	Rs. 95—135
112	Foreman Mechanic		Rs. 70—90 (Starting Rs. 80)	Rs. 100—155
113	Master Carpenter		Rs. 70—90 (Starting Rs. 80)	Rs. 100—155
114	Blacksmith Expert		Rs. 70—90 (Starting Rs. 80)	Rs. 100155
	SALES	ЕМРО	ORIUM	
115	Sales Attender		Rs. 24—34	Rs. 55—70
116	Salesman		Rs. 85—115	Rs. 80—135
	DISTRICT IN	DUST	RIES OFFICES	
117	Industrial Supervisor		Rs. 155—250	Rs. 185—300
118	District Industries Officer (I ding additional Industries O		Rs. 260—700	Rs. 260—780
119	Sweepers and Watchmen		Rs. 16—22	Rs. 45-55
120	Chowkidar		Rs. 16—22	Rs. 45—55
121	Peons		Rs. 18—24	Rs. 45-55
122	Cleaner		Rs. 18—24	Rs. 45 – 55
123	Daftry		Rs. 24—34	Rs. 50—65
124	Driver		Rs. 45—65	Rs. 80—120
125	Compounder		Rs. 50—90	Rs. 100-155
126	L. D. Clerk		Rs. 50—90	Rs. 80—135

Serial No.	Name of	the posts	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1		2	3	4
127	L. D. Clerks	••	Rs. 55—130	Rs. 80—135
128	Compounder		Rs. 55—130	Rs. 100155
129	U. D. Clerks	••	Rs. 60—90	Rs. 110—155
130	U. D. Clerks	• •	Rs. 70—100	Rs. 110—155
131	Accountant	••	Rs. 70—100	Rs. 110—155
132	Head Clerk	COPPLY	Rs. 80—120	Rs. 125—190
133	Store Keeper		Rs. 90—120	Rs. 125190
134	Accountant		Rs. 90—120	Rs. 125 –190
135	Head Clerk		Rs. 90—120	Rs. 125 -190
136	Head Clerk	12118	Rs. 100—150	Rs. 125-190
137	Accountant		Rs. 125185	Rs. I55—250

सन्यमेव जयते

375
STATEMENT No. 18

### JUDICIAL DEPARTMENT

(HIGH COURT)

Serial No.	Name of the posts	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	. 3	4
ı	Permanent Mulia	Rs. 16—22	Rs. 45—55
2	Mali	Rs. 16—22	Rs. 4555
3	Sweeper	Rs. 16—22	Rs. 45—55
4	Farash	Rs. 16—22	Rs. 45—65
5	Orderly Peon	Rs. 18—24	Rs. 4555
6	Jamadar to Registrar	Rs. 24—34	Rs. 50—65
7	Daftry	Rs. 24—34	Rs. 50—65
8	Jamadar	Rs. 24—34	Rs. 50—65
9	Treasury Sarkar	Rs. 26—38	Rs. 55—70
10	Attender	Rs. 30—39	Rs. 60-75
11	Diarist	Rs. 50—90	Rs. 80—135
12	L. D. Assistant	Rs. 60—110	Rs. 90—150
13	Grade II Assistant	Rs. 100—150	Rs. 125—190
14	Grade II Stenographer	Rs. 100—150	Rs. 145—195
15	Court Officer	Rs. 100—180	Rs. 125—220
16	Peripatetic Stamp Reporter	Rs. 155—235	Rs. 185—300
17	Grade I Assistant	Rs. 155—235	Rs. 185300
18	Judgement Writer	Rs. 205—300	Rs. 250—375
19	Translator	Rs. 120—250	Rs. 150—300
20 	Grade I Stenographer	Rs. 155—250	Rs. 185—325

Serial No.	Name of the posts	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
21	Private Secretary and Judgement Writer to Chief Justice.	Rs. 275—450	Rs. 250—375 Plus su i t a b l e special pay.
22	Junior Superintendent	Rs. 235—300	Rs. 300395
23	Superintendent	Rs. 300—390	Rs. 350—440
24	Stamp Reporter and Oath Commissioner.	Rs. 310—435	Rs. 350—475
	JUDICIAL DEF	PARTMENT	
1	Night Watchman	Rs. 18—24	Rs. 45—55
2	Sweeper	Rs. 18—24	Rs. 45—55
3	Peons and Orderlies	Rs. 18—24	Rs. 45—55
4	Process Server	Rs. 18—24	Rs. 45—55
5	Literate Attender	Rs. 21—29	Rs. 48 – 60
6	Daftry / Record Attender	Rs. 24—34	Rs. 50—65
7	Amin	Rs. 40—60	Rs. 70—95
8	Copyist	Rs. 4060	Rs. 80—135
9	Tracer	Rs. 45—65	Rs. 80-120
10	Typist	Rs. 50—90	Rs. 80—135 Starting pay Rs. 95.
11	L. D. Clerk	Rs. 50—90	Rs. 80—135
12	Sessions Clerk	Rs. 70—100	Rs. 110155
13	Serestadar, Munsif Courts	Rs. 70—100	Rs. 110—155
14	Record Keeper, District Judge Court.	Rs. 70100	Rs. 125190
15	Peskar, District Judge Court	Rs. 70—100	Rs. 125—190

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3 .	4
16	Accountant, District Judge Court	Rs. 70—100	Rs. 110—155
17	Accountant, District Judge Court	Rs. 85—115	Rs. 115—160
18	Steno. to Munsifs	Rs. 85—115	Rs. 115—160
19	Steno. to Sub-Judges	Rs. 85—115	Rs. 145—195
20	Sherestadar, Sub-Judge Court .	Rs. 90—120	Rs. 125—190
21	Translator	Rs. 90—120	Rs. 115—160
22	Head Clerk, District Judge Court	Rs. 90—120	Rs. 125—190
23	Steno. to District Judge	Rs. 100-150	Rs. 185—325
24	Nazir, District Judge Court	Rs. 125185	Rs. 155—220
25	Sherestadar, District Judge Court	Rs. 185—235	Rs. 300—395
26	Munsifs	Rs. 200—700	Rs. 260-780

## OFFICE OF THE ADVOCATE-GENERAL

1	Orderly Peon		Rs. 18-24	Rs. 45—55
2	Suit Clerk	••	Rs. 40—60	Rs. 65—85
3	Typist	••	Rs. 50—90	Rs. 80-135 (Starting pay Rs. 95)
4	Diarist-cum-Despatcher		Rs. 50—90	Rs. 80—135
5	L. D. Assistant	••	Rs. 55—95	Rs. 90—150
6	Grade III Stenographer	}	Rs. 85—115	Rs. 115—160
7	Grade II Assistant		Rs. 90—120	Rs. 115—180
8	Grade I Assistant		Rs. 125—185	Rs. 155—250
9	Personal Assistant		Rs. 310—435	Rs. 350—475

378
STATEMENT No. 19
JAILS DEPARTMENT

Serial No.	Name of the pos	st	Existing scale of pay	pay scales recommended by the Pay Committee	
1	2		3	4	
1	Sweeper		Rs. 16—22	Rs. 45—55	
2	Water Carrier	••	Rs. 16—22	Rs. 45—55	
3	Farash	••	Rs. 16—22	Rs. 4555	
4	Darwan		Rs. 16—22	Rs. 45—55	
5	Ward Attendant		Rs. 18 – 24	Rs. 45—55	
6	Choukidar		Rs. 18—24	Rs. 4555	
7	Peon	11114	Rs. 1824	Rs. 45—55	
8	Peon	CEN IN	Rs. 18—24	Rs. 45—55	
			(Starting pay Rs. 20)		
9	Daftry	सन्यमेव ज	Rs. 24—34	Rs. 5065	
10	Jamadar	••	Rs. 24—34	Rs. 5065	
11	Male Nursing orderly	••	Rs. 24—34	Rs. 50—65	
12	Record Supplier	••	Rs. 26—38	Rs. 55—70	
13	Warder (Male)	••	Rs. 28—40	Rs 60—75	
14	Warder (Female)	• •	Rs. 28—40	Rs. 60—75	
15	Book-Binding Instructor		Rs. 30—39	Rs. 70—95	
16	Tin and Blacksmith		Rs. 30—39	Rs. 60—75	
17	Carpenter		Rs. 30—39	Rs. 60—75	
18	Teacher	••	Rs. 34—44	Rs. 70—95	
19	Teacher	••	Rs, 40 50	Rs. 70—95	
20	Task Taker	• •	Rs. 40—60	Rs. 80—120	

Serial No.			Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2		3	4
21	Head Warder	••	Rs. 45—65	Rs. 70—95
22	Tailor Master	••	Rs. 50—70	Rs. 80—120
23	Tailor Master		Rs. 50—90	Rs. 100—155
24	Pharmacist (Compounder)	• •	Rs. 5090	Rs. 100—155
				(A suitable higher starting pay may be given if candidates are recruited by Department and not taken on deputation from Medical Department)
25	Clerk		Rs. 50—90	Rs. 80—135
26	Clerk-cum-Typist		Rs. 50 - 90	Rs. 80-135
27	Diarist	प्रमेव-उ	Rs. 50—90	Rs. 80—135
28	Statistical Clerk	••	Rs. 5090	Rs. 80—135
29	Junior Grade Typist	••	Rs. 50—90 (Starting pay Rs. 56).	Rs. 80—135 Starting pay Rs. 95).
<b>3</b> 0	Despatcher	••	Rs. 50—90	Rs. 80—135
31	Ghani Driver	••	Rs. 6090	Rs. 95-135
32	Chief Head Warder	••	Rs. 50—90	Rs. 95—135
33	L. D. Assistant	••	Rs. 5595	Rs. 90—150
34	Factory Overseer	••	Rs. 70—100	Rs. 100—155
35	Senior Grade Typist	••	Rs. 85—115	Rs. 110—155
36	U. D. Grade II Assistant	••	Rs. 90—120	Rs. 115—180
37	Head Clerk-cum-Accountant	••	Rs. 90—120	Rs. 125—190

Serial No.	Name of the post		Existing scale of pay		Pay scales recom- mended by the Pay Committee
1	2			3	4
38	Stenographer, Grade II	`	Rs.	100—150	Rs. 145—195
39	Junior Auditor	• •	Rs.	100—150	Rs. 125—190
40	Assistant Jailor	••	Rs.	100—180	Rs. 155—235 (For Graduates)
					Rs. 125—220 (For non-Graduates)
41	Accountant	~ F38	Rs.	125—185	Rs. 155-250
42	Grade I Assistant		Rs.	125—185	Rs. 155—250
43	Senior Assistant	( a.	Rs.	185—235	Rs 230—310
44	Superintendent	VIII	Rs.	260—330	Rs. 325—395
45	Jailor	TAIN	Rs.	175—380	Rs 215 425
46	After-care Officer	N. Control	Rs.	175—380	Rs. 215—425
47	Prison Welfare Officer	सन्यमेव	Rs.	175—380	Rs. 215-425
48	Personal Assistant	dada.	Rs.	310-435	Rs. 350—475
49	Medical Subordinate Surgeon.	Assistant	Rs.	155—460	Rs. 250—540
50	Superintendent of Cencare Home (Women).	tral After-	Rs.	200460	Rs. 260-780
51	Superintendent-cum-Med (Whole-time).	dical Officer	Rs	200—700	Rs. 260—780

381
STATEMENT No. 20
LABOUR DEPARTMENT

Serial No.			Existing scale of pay	Pay scales recommended by the Pay Committee	
1	2	{	3	4	
1	Watchman-cum-Sweeper	[	Rs. 16—22	Rs. 4555	
2	Choukidar-cum-Farash		Rs. 16—22	Rs. 45-55	
3	Farash		Rs. 16—22	Rs. 45—55	
4	Sweeper	550	Rs. 16-22	Rs. 45—55	
5	Peon		Rs. 18—24	Rs. 45—55	
6	Peon-cum-Choukidar	2	Rs. 1824	Rs. 45—55	
7	Jamadar		Rs. 24—34	Rs. 50—65	
8	Treasury Sarkar		Rs 26—38		
9	Record Supplier-cum-Daftary		Rs. 26—38		
10			Rs. 4050		
11	Driver	प्रमेव नय-	Rs. 45—65		
	i	••			
12	L. D. Clerk	••	Rs. 50 - 90		
13	Clerk-cum-Typist	••	Rs. 5090		
14	Typist-cum-Despatcher	••	Rs. 50—90 (Starting Rs. 56)		
15	Diarist		Rs. 50—90	Rs. 80—135	
16	Typist		Rs 50-90 (Starting pay Rs. 56)		
17	L. D. Assistant		Rs. 5595	Rs. 90150	
18	Mechanic		Rs. 85—115	Rs. 100—155	
19	   Senior Grade Typist		Rs. 85—115	Rs. 110—155	

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
20	Stenographer, Grade III	Rs. 85—115	Rs. 115—160
21	Grade II U. D. Assistant	Rs. 90—120	Rs. 115—180
22	Stenographer, Grade II	Rs. 100150	Rs. 145—19 <b>5</b>
23	Grade I U. D. Assistant	Rs. 125—185	Rs. 155—250
24	Senior Assistant	Rs. 185235	Rs. 230—310
25	Head Assistant	Rs. 185—235	Rs 230—310
26	Estimator	Rs. 120—250	Rs. 150—300
27	Lady Assistant Surgeon (Factory Inspection)	Rs. 200—460	Rs. 250—540
28	Lady Welfare Instructor	Rs. 50—90	Rs. 100—155
29	Welfare Instructor (Male)	Rs. 50—90	Rs. 100—155
30	Welfare Organiser	Rs. 100—180	Rs. 155—235
31	Assistant Labour Officer	Rs. 100—180	Rs. 215—425
32	Labour Officer	Rs. 155—235	Rs. 260—540
33	Assistant Labour Commissioner	Rs. 200—700	Rs. 260—780
34	Inspector of Boilers	Rs. 260 – 700	Rs. 260—780
35	Inspector of Factories	Rs. 260—700	Rs. 260—780

383
STATEMENT No. 21

MARKETING

Serial No.	Time of the poor		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
1	Choukidar	••	Rs. 16—22	Rs. 45—55
2	Farash	••	Rs. 16—22	Rs. 45—55
3	Peons	••	Rs- 18-24	Rs. 45—55
4	Literate Peon	(COME)	Rs. 21—29	Rs. 48—60
5	Typists		Rs. 50—90	Rs. 80—135 (Starting pay Rs. 95).
6	Diarist	VA ITA	Rs. 50—90	Rs. 80—135
7	Typist Clerk	distribution of the second	Rs. 50—90	Rs. 80—135
8	L. D. Assistant	(Terral Control	Rs. 55—95	Rs. 90—150
9	Accounts Clerk	सन्यमेव	Rs. 70—100	Rs. 110—155
10	Stenographer, Grade III	••	Rs. 85—115	Rs. 115—160
11	Grade II Assistant	• •	Rs 90—120	Rs. 115—180
12	Junior Auditor	••	Rs. 85—155	Rs. 115—160
13	Grade I Assistants	• •	Rs. 125—185	Rs. 155—250
14	Head Assistant	• •	Rs. 185—235	Rs. 230—310
15	Laboratory Assistant	••	Rs. 120—250	Rs. 150-300
16	Manual Assistant	••	Rs. 18—24	Rs. 48—60
17	Market Reporters	••	Rs. 45—65	Rs. 70—95 (Fo Under Matric) Rs. 80—135(Fo Matriculates).
18	Graders	••	Rs. 50—90	Rs. 80—135

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3 .	4 .
19	Inspectors of Weights and Measures.	Rs. 80—144	Rs. 125—190 Rs. 155—250(For selection grade.)
20	Marketing Supervisor	Rs. 155—250	Rs. 185—300
21	Statistician	Rs. 175—380	Rs. 260—540
22	Superintendent, Standards Laboratory.	Rs. 200—700	Rs. 260—780
23	Regional Marketing Officer	Rs. 200—700	Rs. 260—780



385

STATEMENT No. 22

MEDICAL AND PUBLIC HEALTH DEPARTMENT

Serial No.	Name of the p	ost	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2		3	4
1	Messenger	• • (	Rs. 16-22	Rs. 45—55
2	Waterman ,	•	Rs. 16—22	Rs. 45—55
3	Punkha Puller	••	Rs. 16-22	Rs. 45—55
4	Mali	••	Rs. 16—22	Rs. 45—55
5	Cook	A 553	Rs. 16—22	Rs. 45—55
6	Sweeper		Rs. 16—22	Rs. 4555
7	Farash		Rs. 16—22	Rs. 45-55
8	Inferier Field Worker		Rs. 16-22	Rs. 45—55
9	Packer	LAIN	Rs. 16—22	Rs. 45—55
10	Utensil Cleaner	M	Rs. 16—22	Rs. 45— <b>5</b> 5
11	Dhobi	सद्यमेव	Rs. 16—22	Rs. 45—55
12	Kitchen Servant	প্ৰপূপ	Rs. 16—22	Rs. 45—55
13	Gurkha Watchman	••	Rs. 18—24	Rs. 45—55
14	Cleaner	• •	Rs. 18—24	Rs. 45—55
15	Watchman	• •	Rs. 18—24	Rs. 45—55
16	Chowkidar	• •	Rs. 18—24	Rs. 45—55
17	Peons	• •	Rs. 18—24	Rs. 45-55
18	Phone Attender	• .	Rs. 18—24	Rs. 45—55
19	Servant	• -	Rs. 18-24	Rs. 45—55
<b>2</b> 0	Laboratory Attendant	••	Rs. 18—24	Rs. 45—55
21	Female Attendant		Rs. 18-24	Rs. 45—55
22	Maid Servant	••	Rs. 18-24	Rs. 45 55

Serial No.	Name of the post		Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2		3	4
23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41	Darwan Head Cook Ward Bearer Dhobi Sarkar Laboratory Boy Gas Servants Museum Attendant Dispensary Servant Aya Strecher Bearer Ward Boy Ward Attendant Literate Peon Head Bearer Sanitary Supervisor Injector Fireman Gasman Disinfectors	स्यम्ब ग्रा स्यम्ब ग्रा	Rs. 18-24 Rs. 18-29 Rs. 21-29	Rs. 45—55 Rs. 45—56 Rs. 45—56 Rs. 48—60
42 43 44	Treasury Sarkar Jamadar Daftry	••	Rs. 24—34 Rs. 24—34 Rs. 24—34	Rs. 50—65 Rs. 50—65 Rs. 50—65
44 45 46	Nursing Orderly Ward Orderly	••	Rs. 24—34 Rs. 24—34	Rs. 50—65 Rs. 50—65

Serial No.			Existing scale of pay	Pay scale recom- mended by the Pay Committee
1			3	4
47	Animal keeper		Rs. 24—34	Rs, 80—135 (To be designated as Stockman and should be filled up by the same).
48	Fitter	••	Rs. 24—34	Rs. 50—65
49	Insect Collector	• •	Rs. 24-34	Rs. 50—65
50	Record Supplier	AND THE	Rs. 26-38	Rs. 55—70
51	Dresser		Rs. 26—38	Rs. 60—75
52	Vaccinator		Rs. 30-39	Rs. 70—95
53	Malaria Mulia	VALUE	Rs. 30—39	Rs. 60—75
54	Dai	4	Rs. 30—39	Rs. 60—75
55	Pharmacist (Untrained)	Company of the Compan	Rs. 34-44	Rs. 90—150
56	Malaria Supervisor	सद्यमेव व	Rs. 40-50	Rs. 70—95
57	Supervisor Field Worker	••	Rs. 40—50	Rs. 70—95
58	Sample Taker	• •	Rs. 40—60	Rs. 80—135
<b>5</b> 9	Driver		Rs. 45—65	Rs. 80—120
60	Ambulance Driver	••	Rs. 45-65	Rs. 80—120
61	Mechanic	••	Rs. 75 fixed	Rs. 80—120
62	Midwife	••	Rs. 50-65	Rs. 90—150
63	Clerk	••	Rs. 5090	Rs. 80—135
64	Junior Grade Typist	••	Rs. 50—90 (Starting pay Rs. 56	Rs. 80—135 (Starting pay Rs. 95.)
65	Diarist	••	Rs. 50—90	Rs. 80—135
66	Despatcher	••	Rs. 50—90	Rs. 80—135

Serial No.	Name of the post		Existing scale of pay		Pay scale recom- mended by the Pay Committee	
1	2		3		4	
67	Compounder	1	Rs.	50—90	Rs. 90—150	
68	Junior Clerk		Rs.	50—90	Rs. 80—135	
69	Enquiry Assistant		Rs.	50—90	Rs. 80—135	
70	Typist Clerk		Rs.	5090	Rs. 85—135 (Starting p <sub>2</sub> y Rs. 95).	
71	Animal Keeper		Rs.	5090	Rs. 80—135 (To be designated as Stock man and should be filled up by the same).	
72	Vital Statistical Clerk		Rs.	50 <b>—9</b> 0	Rs. 80—135	
73	Junior Matric Laboratory Assistan (Public Health and Medical).	ıt	Rs.	5090	Rs. 80—135	
74	Pharmacist .		Rs.	5090	Rs. 100—155	
75	Pharmacist (P. H.)	न्यत	Rs.	50—90	Rs. 100—155	
76	Store Keeper, Medical College .	•	Rs.	50—90	Rs. 80—135	
77	Gas Mechanic, Medical College.	•	Rs.	5090	Rs. 80—135	
78	Electrician .	•	Rs.	<b>50—9</b> 0	Rs. 100—155	
79	Operation Theatre Pharmacist .	•	Rs.	5090	Rs. 100—155	
. 80	Tailor	•	Rs.	5090	Rs. 80—120	
81	Dark Room Assistant .	••	Rs.	50-90	Rs. 95—135	
82	Museum Clerk		Rs.	5090	Rs. 80—135	
83	Laboratory Technician	••	Rs.	6090	Rs. 100—155	
84	Medical Technician	••	Rs.	6090	Rs. 100—155	
85	Museum Assistant	••	Rs.	60-90	Rs. 95—135	
86	B. C. G. Technician	•• ]	Rs.	6090	Rs. 100—155	

Serial No.			Existing scale of pay	Pay scales recom- mended by the Pay Committee
1			3	4
87	Operator		Rs. 60—90	Rs. 95—135
88	Sanitary Inspector		Rs. 60—90	Rs. 100—155
89	Media Maker		Rs. 60—90	Rs. 100155
90	Operation Theatre Assistant	••	Rs. 60—90	Rs. 100—155
91	Artist		Rs. 7090	Rs. 95—135
92	L. D. Assistant		Rs. 55—95	Rs. 90—150
<b>9</b> 3	Accountant	8)	Rs. 70—100	Rs. 110—155
94	Senior Clerk		Rs. 70—100	Rs. 110—155
95	Psychiapnic Social Worker		Rs. 70—100	Rs. 110—155
96	Head Pharmacist	W	Rs. 70—100	Rs. 125—190
97	Male Nurse		Rs. 70—100	Rs. 110-195
98	Librarian	া ল	Rs. 70—100	Rs. 90—150 (Should be a member of the Ministerial cadre of the Medical Department).
99	X' Ray Mechanic		Rs. 70—100	Rs. 100—155
100	Auxiliary Nurse		Rs. 70—100	Rs. 95-135
101	Air Conditioned Plant Mechanic		Rs. 70—100	Rs. 100—155
102	Laboratory Technician		Rs. 70—100	Rs. 100—165
103	Ayurvedacharya	••	Rs. 60—110	Rs. 110—155
104	Stenographer, Gr. III	••	Rs. 85—115	Rs. 115-160
105	Senior Grade Typist	••	Rs. 85—115	Rs. 110—155
106	Publicity Assistant	••	Rs. 85—115	Rs. 110155

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
107	Special Health Inspector	Rs. 85—115	7 Rs. 100—155
108	Health Inspector	Rs. 70—120	Selection grade
109	Senior Malaria Inspector	Rs. 70—120	Rs. 125—190
110	Junior Malaria Inspector .	Rs. 70—120	]
111	Publicity Assistant	Rs. 70—120	Rs. 100—155
112	Health Visitor (attached to T. B. Clinic).	Rs. 70—120	Rs. 100—155
113	Accountant, Malaria	Rs. 90—120	Rs. 115—160
114	Computor	Rs. 90—120	Rs. 110—155
115	U. D. Grade II Assistant	Rs. 90—120	Rs. 115—180
116	Head Clerk	Rs. 90—120	Rs. 125—190
117	Physical Training Instructor (I. A.)	Rs. 70—125	Rs. 115—180
118	Laboratory Assistant (Intermediate	Rs. 70—125	Rs. 100—165
119	Junior Laboratory Assistant	Rs. 70—125	Rs. 100—165
120	Stenographer, Gr. II	Rs. 100—150	Rs. 145—195
121	Junior Auditor	Rs. 100—150	Rs. 125—190
122	Artist (Draftsman-cum-Photogra-	Rs. 100—150	Rs. 125—190
123	pher). Nontessenic Trained Teacher	Rs. 100—150	Rs. 115—220
124	Staff Nurse	Rs. 85—115	Rs. 110—195
125	Nurse Tutor	Rs. 85—115	Rs. 125—220
126	Steward	Rs. 115—155	Rs. 125—190
127	Astangaurveda	Rs. 100—180	Rs. 125—220
128	Head Assistant-cum-Accountant	Rs. 125—185	Rs. 230—310
129	Secretary-cum-Head Assistant	Rs. 125—185	Rs. 230—310

Serial No.	Name of the posts	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
130	U. D. Gr. I Assistant	Rs. 125—185	Rs. 155—250
131	Statistical Clerk, B. C. G.	Rs. 125—185	Rs. 150—300
132	Assistant Statistician (V. D.)	Rs. 125—185	Rs. 150—300
133	Investigator	Rs. 125—185	Rs. 185—300
134	Lady Health Visitor	Rs. 125—185	Rs. 155—235
135	Nursing Sister	Rs. 125—185	Rs. 155—235
136	Occupational Therapist	Rs. 125—185	Rs. 150—300
137	Store keeper	Rs. 185—235	Rs. 185—300
138	Senior Auditor	Rs. 155—235	Rs. 185—300
139	Office Superintendent	Rs. 155—235	Rs. 325—395
140	Senior Assistant	Rs. 185—235	Rs. 230—310
141	Secretary, B. C. G.	Rs. 185—235	Rs. 215—280
142	Graduate Technician	Rs. 120—250	Rs. 150—300
143	Graduate Laboratory Assistant	Rs. 120—250	Rs. 150—300
144	Assistant Analytical Chemist	Rs. 120—250	Rs. 230—540
145	D. A. M. S. (Ayuveda and Surgery).	Rs. 120—250	Rs. 150—300
146	Assistant Surgeon Gr. III (P. H.).	Rs. 120—250	Rs. 150-300
147	Entomologist	Rs. 120—250	Rs. 150—300
148	Health Educator	Rs. 120—250	Rs. 150-300
149	Electronist	Rs. 145—250	Rs. 185—325
150	Sister Tutor	Rs. 155—250	Rs. 185300
151	Assistant Malaria Unit Officer	Rs. 155—250	Rs. 185—300
152	Medico Social Worker	Rs. 155—250	Rs. 185—300

Serial No.	Name of the posts	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
153	Stenographer Gr. I	Rs. 155—250	Rs. 185—325
154	Matron	Rs. 250—330	Rs. 300—395 (To be designated as Superintendent of Nurses).
155	Assistant Statistician	Rs. 175—380	Rs. 260—540
156	Analytical Chemist	Rs. 250—410	Rs. 260—780
157	Assistant Surgeon, Gr. I (Medical)	Rs. 195—460	Rs. 250—540 Selection grade Rs. 460—600.
158	Demonstrator (Medical)	Rs. 195—460	Rs. 250—540
159	Curator	Rs. 195—460	Rs. 250—540
160	Registrar	Rs. 195—460	Rs. 250—540
161	Medical Officer, Chandpur	Rs. 195—460	Rs. 250540
162	Chemical Pathologist	Rs. 195—460	Rs. 250—540
163	Assistant Anethesist	Rs. 195—460	Rs. 250—540
164	Residential Pathologist	Rs. 195—460	Rs. 250—540
165	Assistant Dental Surgeon	Rs. 195-460	Rs. 250540
166	Lady Assistant Surgeon (Medical)	Rs. 195—460	Rs. 250—540
167	Statistician, Medical College	Rs. 195—460	Rs. 250—540 If the post is held by an officer belonging to the medical cadre o the rwise Rs. 260—540.
168	Epidemiologist	Rs. 195—460	Rs. 250—540
169	Supply Officer, B. C. G	Rs. 200—460	Rs. 350—475
170	Supply Officer, UNICEF	Rs. 200—460	Rs. 350—475

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
171	Clinical Tutor	Rs. 200—460	Rs. 250—540
172	Assistant Surgeon, Grade II (P.H.)	Rs. 245—460	There should be only one grade
173	Lady Assistant Surgeon Grade II (P.H.) under Family Planning.	Rs. 245—460	for Assistant Surgeons, Public Health. The revised scale for which should
174	Assistant Surgeon, Grade I (P.H)	Rs. 200—700 (Starting pay Rs. 310).	be Rs. 370—780. A selection grade in the scale of Rs. 620—850 should be created for Assistant surgeon, Public Health. These Scales will be
			inclusive of compens a t i o n allowance for loss of private practice.
175	Assistant Malaria Officer	Rs. 245—460	Rs. 370—780
176	Statistician (P.H.)	Rs. 200-700	Rs. 260—540
177	Chemist	Rs. 200—700	Rs. 260—780
178	Bactriologist and Pathologist	Rs. 510—700	Rs. 620—850

394
STATEMENT No. 23
MINING & GEOLOGY DEPARTMENT

rial No.	Name of the po	st	Existing scale of pay	Pay scales recommended by the Pay Com- mittee
1	2		3	4
1	Watchman	••	Rs. 16—22	Rs. 45—55
2	Sweeper		Rs. 16—22	Rs. 45—55
3	Night Wathchman	••	Rs. 16—22	Rs. 45—55
4	Choukidar	• • • • • •	Rs. 16—22	Rs. 4555
5	Peons	4	Rs. 18—24	Rs. 45—55
6	Treasury Sarkar		Rs. 24—34	Rs. 5065
7	Daftary		Rs. 24—34	Rs. 50—65
8	Record Supplier	W.A.	Rs. 2638	Rs. 55—70
9	Lower Division Clerk		Rs 50—90	Rs. 80—135
10	Typist		Rs. 50—90	Rs. 80—135
11	Diarist	सन्धमेव	Rs. 5090	(Starting pay Rs. 95.) Rs. 80-135
.12	L. D. Assistant	••	Rs. 55—95	Rs. 90—150
13	U. D. Clerk	• •	Rs. 70—100	Rs. 110—150
14	Head Clerk	••	Rs. 90—120	Rs. 125—190
15	Accountant	• •	Rs. 90—120	Rs. 115—160
16	Store Assistant	• •	Rs. 90—120	Rs. 115—160
17	Assistant Accountant	••	Rs. 90—120	Rs. 115—160
18	Grade II Assistant	••	Rs. 90—120	Rs. 115—180
19	Stenographer, Grade II	•-•	Rs. 100—150	Rs. 145—195
20	Junior Auditor	••	Rs. 100—150	Rs. 125—190
21	Accountant	••	Rs. 125—185	Rs. 155—250

Serial No.	Name of the post			ng scale pay	Pay so recomm by the Comm	Pay
1	2			3		1
22	Grade I Assistant		Rs.	125—185	Rs. 1	55250
23	Senior Auditor		Rs.	155—235	Rs. 1	85—300
24	Senior Assistant and J. H. A.	••	Rs.	18 <b>5</b> —235	Rs. 2	30 —310
25	Personal Assistant to Director Mines	of	Rs.	310—435	Rs. 3	50-475
26	Helper to Drill Operator	3	Rs.	16—22	Rs.	45—55
27	Grinder-cum-Section Holder		Rs.	1622	Rs.	45—55
28	Laboratory Attendant	•	Rs.	16—22	Rs.	45—55
29	Sampler		Rs.	40—60	Rs.	65—85
30	Truck Driver		Rs.	5070	Rs.	80—120
31:	Jeep Driver		Rs.	<b>50</b> 70	Rs.	80120
32	Tractor Driver	• •	युने Rs.	5070	Rs.	80-120
33	Store Keeper	••	Rs.	50—90	Rs.	80—135
34	Kanungoes	••	Rs.	50—90	Rs.	80—135
35	Junior Inspector of Mines	••	Rs.	70100	Rs.	110—155
36	Junior Surveyor		Rs.	85—115	Rs.	110—155
37	Draftsman:	••	Rs.	85—115	Rs.	115—160
38	Driller Operator		Rs	100—180	Rs.	125—220
39	Workshop Inspector		Rs.	100—180	Rs.	12 <b>5—22</b> 0
40	Demonstrator	••	Rs.	100—180	Rs.	125—220
41	Head Draftsman	• •	Rs.	125—185	Rs.	150300
42	Draftsman	••	Rs.	125—185	Rs.	150—300
43	Senior Surveyor	••	Rs.	120220	Rs.	185—300

Serial No.	Name of the post		Existing scale of Pay	Pay scales recommended by the Pay Committee
1	2	1	3	4
44	Workshop Foreman		Rs. 120—250	Rs. 150—300
45	Survey Instructor		Rs. 155250	Rs. 150—300
46	Graduate Laboratory Assistant		Rs. 120250	Rs. 150-300
47	Assistant Chemist		Rs. 120-250	Rs. 150—300
48	Senior Inspector of Mines		Rs. 120250	Rs. 185—300
49	Supervisor	entates.	Rs. 120-250	Rs. 150—300
50	Assistant Mining Officer	2.8	Rs. 175—380	Rs. 215—425
51	Assistant Geologist		Rs. 175—380	Rs. 215—425
52	Accounts Officer		Rs. 175—380	Rs. 230—500
53	Analytical Chemist	11	Rs. 250—410	Rs. 260—780
54	Mechanical Engineer	पव ज	Rs. 200—460	Rs. 185—300 (if held by Diploma holders in Engineering) and Rs. 260—780 (if held by Graduate in Engineering.)
55	Lecturer in non-technical sub (Mathematics and Science).	jects	Rs. 200—460	Rs. 260—780
56	Lecturers in Technical subjects	••	Rs. 20070	Rs. 260—780
57	Geologist		Rs. 20070	Rs. 260—780
58	Mining Officer		Rs. 20070	Rs. 260—780

397

STATEMENT No. 24

PUBLIC RELATIONS DEPARTMENT

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Com- mittee
1	2	3	4
1	Night Watcher	Rs. 16—22	Rs. 45—55
2	Choukidar	Rs. 16—22	Rs. 45—55
3	Peon and Orderly	Rs. 18—24	Rs. 45—55
4	Helper to Store-keeper	Rs. 18—24	Rs. 45—55
5	Attendant	Rs. 1824	Rs. 45—55
6	Cleaner	Rs. 18—24	Rs. 45—55
7	Literate Peon	Rs. 21—29	Rs. 48—60
8	Daftry	Rs. 24—34	Rs. 50—65
9	Usher	Rs. 30—39	Rs. 60—75
10	Driver	Rs. 45—65	Rs. 80—120
11	Scribe REPART	Rs. 50—90	Rs. 80—135
12	Clerk-cum-Typist	Rs. 50—90	Rs. 80—135
13	Typist-cum-Despatcher	Rs. 50—90	Rs. 80—135
14	Clerk Librarian	Rs. 50—90	Rs. 80—135
15	Staff to Oriya Translator	Rs. 100—150	Rs. 125190
16	(Grade II Assistant). Grade II Stenographer	Rs. 100—150	Rs. 145—195
17	Staff to Oriya Translator	Rs. 155—235	Rs. 185-300
18	(Grade I Assistant). Prohibition Propaganda Officer	No regular scale.	As the employees are not regular Government servants, no recommendation
19	Publicity Worker	Ditto	is made.

Serial No.	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
20	Carpenter	••	Rs. 5090	Rs. 80—120
21	Operator	••	Rs. 60—90	Rs. 95—135
22	Assistant Photographer		Rs. 60—110	Rs. 100155
<b>2</b> 3	Sales Assistant	••	Rs. 60—110	Rs. 90—150
24	Receptionist	••	Rs. 60—110	Rs. 90—150
25	Store Keeper		Rs. 70—110	Rs. 125—190
26	Assistant District Public Relation Officer.	ns	Rs. 85—115(start- ing pay Rs. 100).	Rs. 125—190 (No higher starting pay should be given).
27	Projectionist	1	Rs. 60—90	Rs. 100—180
28	Artist	e a	Rs. 100—150	Rs. 150—300 (If a diploma holder) and Rs. 100—155 (if not a diploma-holder).
29	Junior Translation Assistant	••	Rs. 100—150	Rs. 125—190
30	Junior Production Assistant	••	Rs. 100—150	Rs. 125—190
31	Fitter	••	Rs. 80—110	Rs. 100—155
32	Radio Inspector		Rs. 120-250	Rs. 150-300
33	Librarian	••	Rs. 125—185	Rs. 185—300
34	Senior Production Assistant	••	Rs. 155—235	Rs. 185—300
35	Senior Translation Assistant	••	Rs. 155—235	Rs. 185—300
<b>3</b> 6	Exhibition Officer	••	Rs. 155—235	Rs. 185-300
37	Exhibition Organiser	••	Rs. 120—250	Rs. 185—300
38	Head Operator	••	Rs. 120—250	Rs. 185—300

Scrial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
· 1	2	3	4
39	Assistant Cameraman	Rs. 155—250	Rs. 185—300
40	Photographer	Rs. 120—250	Rs. 150-300
9 <b>41</b>	Assistant Tourist Information Officer.	Rs. 175—380	Rs. 215—425
42	Information Officer	Rs. 175—380	Rs. 215-425
43	Tourist Information Officer	Rs. 200—460	Rs. 260-540
44	District Public Relations Officer	Rs. 200—460	Rs. 260—540
45	Producer of Films	Rs. 200—460	Rs. 260-540
46	Oriya Translator	Rs. 200—460	Rs. 260540
47	Information Officer	Rs. 200—460	Rs. 260-540
48	Film Officer	Rs. 200—460	Rs. 260540
49	Additional Production Officer	Rs. 200—460	Rs. 260540
50	Production Officer	10 - 200 460	Rs. 260—540
51	Assistant Public Relations Officer	Rs. 200-460	Rs. 260540
52	Assistant Director of Public Relations (Production).	Rs. 200—700	Rs. 260780

400
STATEMENT No. 25
POLICE DEPARTMENT

Segial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
1	Sweeper	Rs. 16—22	Rs. 45—55
2	Cooks	Rs. 16-22	Rs. 4555
3	Phone Messenger	Rs. 16—22	Rs. 45—55
4	Water Carrier	Rs. 16—22	Rs. 45 – 55
5	Dak Runner	Rs. 16-22	Rs. 45—55
6	Mali	Rs. 16—22	Rs. 45—55
7	Peons	Rs. 18-24	Rs. 4555
8	Boatman Majhi and Dandi	Rs. 18—24	Rs. 4555
9	Sukani and Fireman	Rs. 24—34	Rs. 5065
10	Daftry	Rs. 24—34	Rs. 50—65
11	Phone Operator	Rs. 26—39	Rs. 55—70
12	Record Supplier	Rs. 26—39	Rs. 55-70
13	Mali (For IG' s. Office)	Rs. 30—39	Rs. 60-75
14	Serang	Rs. 45—65	Rs. 70—95
15	L. D. Clerks	Rs. 50—90	Rs. 80—135
16	M. V. Clerks	Rs. 50—90	Rs. 80—135
• 17	Assistant Accountant	Rs. 50—90	Rs. 80—135
18.	Diarist (Lower Division)	Rs. 50—90	Rs. 80—135
19	Typist (Junior Grade)	Rs. 5090	Rs. 80—135
			(Starting pay Rs. 95)
20	Boat Driver	Rs. 60-90.	Rs. 95—135

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
21	L. D. Assistants	Rs. 55—95	Rs. 90—150
22	U. D. Diarist	Rs. 70—100	Rs. 110—155
23	L. D. Assistant Accountant	Rs. 85 - 115	Rs. 115—160
24	Typist (Senior Grade)	Rs. 85—115	Rs. 110—155
25	Stenographer, Gr. III	Rs. 85-115	Rs. 115—160
26	Accountant	Rs. 90—120	Rs. 115180
27	M. V. Accountants	Rs. 90—120	Rs. 115—180
28	Store Clerk-cum-Draughtsman for signals, Rourkela.	Rs. 90—120	Rs. 115—180
29	Gr. II Assistants	Rs. 90—120	Rs. 115—180
30	Head Clerks	Rs. 90—1 <b>2</b> 0	Rs 125—190
31	Gr. II Assistant Accountant	Rs. 100—150	Rs. 155—220
32	Stenographer, Grade II	Rs. 100—150	Rs. 145—195
33	Junior Auditor	Rs. 100-150	Rs. 125—190
34	Grade I Assistant	Rs. 125—185	Rs. 155—250
35	Grade I U. D. Assistant-cum-Accountant.	Rs. 155—235	Rs. 185—300
36	Senior Auditor	Rs. 155—235	Rs. 185—300
37	Senior Assistant	Rs. 185—235	Rs. 230—310
38	Stenographer, Grade I	Rs. 155—250	Rs. 185325
39	Head Assistant (For Special Branch).	Rs. 260330	Rs. 325—395
40	Registrar (Office Superintendent)	Rs. 260—330	Rs. 325—395
41	Personal Assistant to IG. of Police	Rs. 310—435	Rs. 350—475

Serial No.	Name of the post	Existing scale of Pay	Pay scales recommended by the Pay Committee
1	2 •	3	4
	DISTRICT P	OLICE	
42	Police Constables	Rs. 28—40	Rs. 60-75
43	Havildars	Rs. 45—65	Rs. 70—95
44	Assistant Sub-Inspector	Rs. 50—90	Rs. 80—135
45	Sub-Inspector	Rs. 100—180	Rs. 155—235
46	Reader Sub-Inspector	Rs. 100—180	Rs. 155—235
47	Steno Sub-Inspector	Rs. 100180	Rs. 155—235
48	Sergeant	Rs. 175—275	Rs. 215—350
49	Inspector	Rs. 175—350 (For Reporter Inspector).	Rs. 215—425
		Rs. 175—380	]
50	Assistant Public Prosecutor	Rs. 175—380	Rs. 215—425
51	Reserve Inspector .	Rs. 250—410	Rs. 275—435
52	Deputy Superintendent of Police	Rs. 200—700	Rs. 260—780
	RESERVE F	POLICE	
<b>5</b> 3	Constables	Rs. 28—40	Rs. 60-75
54	Lance Naiks	Rs. 28—40	Rs. 60—75
55	Naiks	Rs. 28—40	Rs. 60—75
` <b>5</b> 6	Havildars	Rs. 45—65	Rs. 70—95
57	Havildar-Major	Rs. 50—90	Rs. 80—135
<b>5</b> 8	Drill Sub-Inspector	Rs. 100—180	Rs. 155—235
59	Reserve Sub-Inspector	Rs. 100—180	Rs. 155—235
60 61	Sergeant Reserve Inspectors or (Sergeant-Major).	Rs. 175—275 Rs. 250—410	Rs. 215—350 Rs. 280—445

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee				
1	2 ,	3	4				
	GOVERNMENT RAILWAY POLICE						
62	Constables, G. R. P	Rs. 28—40	Rs. 60—75				
63	Havildars, G. R. P	Rs. 45—65	Rs. 6075				
64	Assistant Sub-Inspector, G. R. P.	Rs. 50—90	Rs. 80—135				
65	Sub-Inspector, G. R. P	Rs. 100—180	Rs. 155—235				
66	Circle Inspector, G. R. P	Rs. 175—380	Rs. 215—425				
67	Prosecuting Inspector, G. R. P	Rs. 175—380	Rs. 215—425				
68	Deputy Superintendent of Police, G. R. P.	Rs. 200—700	Rs. 260—780				
	ORISSA MILITRA	RY POLICE					
69	Lance Naik and Sepoys	Rs. 28—40	Rs. 6075				
70	Naiks	Rs. 34—44	Rs. 65—80				
71	Havildar	Rs. 45—65	Rs. 7095				
72	Havildar-Major - REAUS. 7	Rs. 50—90	Rs. 80—135				
73	Jamadar	Rs 100180	Rs. 155—235				
74	Sergeant	Rs. 175 –275	Rs. 215—350				
75	Subedar	Rs. 175—380	Rs. 215—425				
76	Reserve Inspector	Rs. 250—410	Rs. 280—445				
77	Assistant Commandant	Rs. 200—700	Rs. 260—780				
,	POLICE RADIO (WI	RELESS) GRID					
78	Messenger Constables	Rs. 28—40	Rs. 60—75				
79	Assistant Sub-Inspector, Mechanics	Rs. 50—90	Rs. 80 —135				
80	Assistant Sub-Inspector, Operator	Rs. 50—90	Rs. 80—135				
81	Sub-Inspector, Mechanic	Rs. 100—180	Rs. 155—235				
82	Sub-Inspector, Operator	Rs. 100—180	Rs. 155—235				

Serial No.	Name of the post		Existing scale of pay	Pay scales recormended by the Pay Committee
1	2		3	4
83	Inspector, Mechanics		Rs. 175—380	Rs. 215—425
84	Inspector Chief Operators.	Wireless	Rs. 175—380	Rs. 215—425
85	D. S. P., Wireless Grid		Rs. 200—700	Rs. 260—780

## POLICE MOTOR TRANSPORT WORKSHOP

	\$29000000000000000000000000000000000000	259/09	(4)	
86	Constable Hammerman		Rs. 26 40	Rs. 60-75
87	Havildar-Major Welder	M	Rs. 70—90	Rs. 80—135
88	Havildar-Major Carpenter		Rs. 50—90	Rs. 80—135
89	Havildar-Major Painter		Rs. 70—90	Rs. 80—135
90	Havildar-Major Turner		Rs. 70—90	Rs. 80—135
91	Havildar-Major Blacksmith	}	Rs. 50-90	Rs. 80—135
92	Havildar-Major Store Keeper		Rs. 50—90	Rs. 80—135
93	Havildar-Major Fitter	•	Rs. 50-90	Rs. 80—135
94	Havildar-Major, Electrical		Rs. 70—90	Rs. 80135
95	Sub-Inspector, Welder		Rs. 100—180	Rs. 155—235
96	Sub-Inspector, Store	••	Rs. 100—180	Rs. 155—235
97	Sub-Inspector Electrician		Rs. 100—180	Rs. 155—235
98	Sub-Inspector Fitters	• •	Rs. 100—180	Rs. 155—235
99	Inspector Fitters		Rs. 175—380	Rs. 215—425
100	Deputy Superintendent of Pol Motor Transport.	ice,	Rs. 200—700	Rs. 260—780
			-	

Serial No.	Name of the post	Existing scale of pay	Pay scales reco- mmended by the Pay Committee
1	2	3	4

## CRIMINAL INVESTIGATION BRANCH

## (1) SPECIAL BRANCH

101	Constable, C.I.D., Special Branch	Rs. 28—40	Rs. 60—75
102		Rs. 50—90	Rs. 80—135
103	Branch. Reporter, Sub-Inspector	Rs. 100—150	Rs. 155-235
104	Sub-Inspector, Special Branch	Rs. 100—180	Rs. 155235
105	Reporter Inspector	Rs. 175—350	Rs. 215-425
106	Inspector, C.I.D., Special Branch	Rs. 175—380	Rs. 215—425
107	Deputy Superintendent, Special Branch.	Rs. 200—700	Rs. 260-780
	(2) Crime Bra	NCH	
108	Constable C. I.D., Crime	Rs. 28—40	Rs. 60—75
109	Assistant Sub-Inspector	Rs. 5090	Rs. 80—135
110	Sub-Inspector, Crime	Rs. 100—180	Rs. 155—235
111	Inspector, Crime .	Rs. 175—380	Rs. 215—425
112	Deputy Superintendent, Crime Branch	Rs. 200—700	Rs. 260—780
		ING COLLEGE	
113	Constables	Rs. 28—40	Rs. 60—75
114	Havildars	Rs. 45—65	Rs. 70—95
115	Assistant Sub-Inspector	Rs. 50—90	Rs. 80—135
116	Sergeant	Rs. 175—275	Rs. 215—350
117	Inspector	Rs. 175—380	Rs. 215—425
113	Sub-Inspector (Instructor)	Rs 100—180	Rs. 155—235
119	Subedar	Rs. 100—180	Rs. 155235
120	Reserve Inspector	Rs. 250—410	Rs. 280—445

Serial No.	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
,	PIGEON CA	RRII	ER SERVICE	<u></u>
121	Constable	• •	Rs. 28—40	Rs. 60-75
122	Sub-Inspector	,	Rs. 100—180	Rs. 155—235
	STATE	E POI	LICE BAND	
123	Constables		Rs. 28—40	Rs. 60—75
124	Havildars	E C	Rs. 45—65	Rs. 70—95
125	Havildar-Major	<u>ڪا</u>	Rs. 5090	Rs. 80—135
126	Sub-Inspector	â.	Rs. 100—180	Rs. 155—235
127	Inspector		Rs. 175—380	Rs. 215—425
	ORISS	A FI	RE SERVICE	1
128	Firemen		Rs. 30—39	Rs. 65—85
129	Driver Havildar	पेव ज	Rs. 4565	Rs. 80—120
130	Leading Firemen		Rs. 45—65	Rs. 80—120
131	Havildar Mechanic		Rs. 45—65	Rs. 80—120
132	Havildar-Major Mechanic	• •	Rs. 50—90	Rs. 100—155
133	Assistant Station Officer	• •	Rs. 50—90	Rs. 100—155
134	Building Station Officer		Rs. 100—200	Rs. 159—300
135	Station Officer		Rs. 100 – 180	Rs. 155—235
136	Assistant Fire Officer		Rs. 175—380	Rs. 230—500
	POLICE	HOS	I PITAL STAFF	
137 138 139 140 141 142	Ward Servant, Police Hospital Dresser Male Nurse Nursing Orderlies Compounder (Pharmacist) Assistant Surgeon	••	Rs. 16—22 Rs. 26—38 Rs. 50—70 Rs. 24—34 Rs. 50—90 Rs. 195—460	Rs. 45—55 Rs. 60—75 Rs. 110—195 Rs. 50—65 Rs. 80—135 Rs. 250—540

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
	STATE FORENSIC SCIEN	NCE LABORATO	RY
143	Helper Constables	Rs. 28—40	Rs. 6075
144	Scientific Officers	Rs. 175—380	Rs. 215—425
145	Officer in charge of Forensic Laboratory.	Rs. 200—700	Rs. 260—780
	BUILDING (	CADRE	•
146	Building Assistant Sub-Inspector	Rs. 50—90	Rs. 80—135
147	Building Sub-Inspector	Rs. 100—180	Rs. 155—235
148	Building Inspector	Rs. 175—380	Rs. 215—425
149	Assistant Engineer	Rs. 200—700	Rs. 260—780
	FINGER PRINT BUREAU AN IN THE DEPA	D SOME OTHER RTMENT	POSTS
150	Constables	Rs. 28—40	Rs. 60—75
151	Assistant Sub-Inspector	Rs. 50—90	Rs. 80—135
152	Sub-Inspector	Rs 100-180	Rs. 155—235
153	Inspector (Officer-in-charge)	Rs. 175380	Rs. 215-425
154	Finger Print Clerk	Rs. 70—140	Rs. 100—180
155	Lady Police Welfare Officer	Rs. 100—180	Rs. 125—220
156	Stenographer and Code Assistant to IG., Police.	Rs. 205—300	Rs. 250—375
157	Deputy Superintendent of Police	Rs. 200-700	Rs. 260—780
158	Police Welfare Officer	Rs. 510—700	Rs. 520—760

408

STATEMENT No. 26

PUBLIC SERVICE COMMISSION

Serial No.	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
1	Choukidar	. • •	Rs. 16—22	Rs. 45—55
2	Sweeper	••	Rs. 16—22	Rs. 45—55
3	Orderlies and Peons	THE COLOR	Rs. 18—24 (starting pay Rs. 20).	Rs. 45—55
4	Jamadar	(S)	Rs. 24—34	Rs. 50—65
5	Daftry-cum-Record Supplier		Rs. 26—38	Rs. 55-70
6	Diarist-cum-Despatcher	A	Rs. 50 -90	Rs. 80—135
7	Typist		Rs. 50—90 (starting pay Rs. 56).	Rs. 80—135 (starting pay Rs. 95).
8	L. D. Assistant	मेव	Rs. 60—110	Rs. 90—150
9	Stenographer, Grade II		Rs. 100—150	Rs. 145—195
10	Grade II U. D. Assistant		Rs. 100—150	Rs. 125—190
11	Grade I U. D. Assistant	••	Rs. 155—235	Rs. 185—300
12	Personal Assistant to Chairman		Rs. 155—250	Rs. 250—375
13	Head Assistant		Rs. 300-390	Rs. 350-440
14	Assistant Secretary	••	Rs. 410—485	Rs. 480—675

409
STATEMENT No. 27
PLANNING AND CO-ORDINATION (Paradip) DEPARTMENT

Serial No.	Name of the post	Existing scales of pay	Pay scales recommended by the Pay Committee
1	2	3	4
1	Watcher	Rs. 16—22	Rs. 45—55
2	Office Choukidar	Rs. 16—22	Rs. 45—55
3	Orderly Peon	Rs. 16—22	Rs. 45—55
4	Office Orderly Peon	Rs. 18—24	Rs. 45—55
5	Motor Driver	Rs. 45—65	Rs 80—120
6	Tracer	Rs. 50—70	Rs. 80—120
7	Typist	Rs. 50—90	Rs. 80—135
8	Taily Clerk	Rs. 50—90	Rs. 80—135
9	L. D. Clerk	Rs. 50—90	Rs. 80—135
10	L. D. Assistant	Rs. 55—95	Rs. 90—150
11	Assistant Accountant	Rs. 85—115	Rs. 115—160
12	U. D. Grade II Assistant	Rs. 90—120	Rs. 115—175
13	Accountant	Rs. 125—185	Rs. 155—250
14	Non-Gazeetted Tahasildar, Grade I	Rs. 120—250	Rs. 150—325
15	Overseer	Rs. 120—250	Rs. 150—300
16	Lineman of River and Canal-going Motor Launch.		Rs. 45—55
17	Leadsman of River and Canal- going Motor Launch.	••	Rs. 50—65
18	Fireman of River and Canal-going	Rs. 24-34	Rs- 60—75
19	Motor Launch. Steeringman of Sea-going Lighter	Rs. 40—60	Rs. 70—95
20	Bhandari or Cook of Sea-going Motor Launch.	Rs. 30—35	Rs. 60—75

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	. 2	3	4
21	Bhandari or Cook of Sea-going Lighter.	Rs. 40—60	Rs. 60—75
22	Bhandari or Cook of Sea-going Motor Vessel and Dumb barge.	. <b>.</b>	Rs. 70— <b>9</b> 5
23	Topa of Sea-going Motor Vessel and Dumb barge.	••	Rs. 70—95
24	Khalasi-Trainee of River and Canal- going Motor Launch.		Rs. 45—55
25	Survey Khalasi of River and Canal- going Motor Launch.	·-	Rs. 45—55
26	Khalasi of River and Canal-going Motor Launch.	Rs. 16—22	Rs. 45—55
27	Khalasi of Sea-going Lighter	Rs. 40—60	Rs. 70—95
28	Khalasi of Sea-going Motor Launch	Rs. 30—35	Rs. 60—75
29	Kholasi or Laskar of Sea-going Motor Vessel and Dumb barge.	म्त	Rs. 70—95
30	Greaser or Oilman of River and Canal-going Motor Launch.		Rs. 45—55
31	Greaser or Oilman of Sea-going Motor Launch.	Rs. 36—41	Rs. 70—95
32	Greaser or Oilman of Sea-going Motor Vessel and Dumb barge.	••	Rs. 80—120
33	Assistant Driver of Sea-going Moto Vessel and Lumb barge.	r'	Rs. 125—220
34	Driver of River and Canal-going Motor Launch.	Rs. 60—90	Rs. 95—135
35	Driver of Sea-going Motor Launch	Rs. 84—150	Rs. 125—220
36	Driver of Sea-going Motor Vesse		Rs. 185-300
37	and Dumb barge.  Seacunny of River and Canal going Motor Launch.	Rs. 24—34	Rs. 60—75

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
38	Seacunny of Sea-going Motor Launch.	Rs. 32—36	Rs. 80—120
39	Seacunny of Sea-going Motor Vessel and Dumb barge.	••	Rs. 100—155
40	Tindal of River and Canal-going Motor Launch.	Rs. 24—34	Rs. 60—75
41	Tindal of Sea-going Motor Vessel and Dumb barge.		Rs. 115—180
42	Serang of River and Canal-going Motor Launch.	Rs. 45—6 <b>5</b>	Rs. 70—95
43	Serang of Sea-going Lighter	Rs. 50—70	Rs. 100—155
44	Serang of Sea-going Motor Launch.	Rs. 66—90	Rs. 100—155
45	Meteorological Observer of River and Canal-going Motor Launch.	••	Rs. 100—155
46	Fitter of Sea-going Motor Vessel and Dumb barge.	•••	Rs. 150—325
47	Assistant Captain of Sea-going Motor Vessel and Dumb barge.	••	Rs. 150—325
48	Assistant Director, Navigation		Rs. 260—780 (suit ble highe starting pay i recommended, in necessary).
49	Assistant Engineer	Rs. 200—700	Rs. 260—780
50	Captain of Sea-going Motor Vessel and Dumb barge.	••	Rs. 370—780

Serial No.	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
	CHANDBALI PO	ORT E	STABLISHMEN	<u>'</u>
1	Orderly Peon	••	Rs. 18—24	Rs. 4555
2	Boatman	••	Rs. 18—24	Rs. 45—55
3	Cleaner	**	Rs. 21—29	Rs. 4860
4	Scacunny		Rs. 24-39	Same-s cale as recommende de for similar post under the Paradip Establishment depending upon whether he is a Sea-going or River-going
5	Blacksmith		Rs. 30—39	Rs. 60—75
6	Tracer	स्यमेक	Rs. 50—70	Rs. 80—120
7	Sound Recording Clerk	••	Rs. 50—90	Rs. 80—135
8	Gauge Reader		Rs. 50—90	Rs. 80—135
9	Lower Division Clerk	••	Rs. 50—90	Rs. 80—135
10	Launch Driver	••	Rs. 60-90	Rs. 95—135
11	Upper Division Clerk	••	Rs. 70—100	Rs. 110—155
12	Assistant Marine Surveyor	••	••	Rs. 150 – 300
13	Deputy Marine Surveyor	••	••	Rs. 260—540
	GOPALPUR E	PORT I	FUND STAFF	
1	Tindal	••	Rs. 18—24	Rs. 45—55
2	Peon	••	Rs. 18—24	Rs. 4555

413
STATEMENT No. 28
REGISTRATION DEPARTMENT

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
1	Peon	Rs. 18—24	Rs. 45—55
2	Daftary	Rs. 24—34	Rs. 50—65
3	Record-keeper	Rs. 50—90	Rs. 80—135
4	Lower Division Clerk	Rs. 50—90	Rs. 80—135
5	Assistant Record-keeper	Rs. 50—90	Rs. 80—135
6	Upper Division Clerk	Rs. 70—100	Rs. 110—155
7	Head Clerk	Rs. 90—120	Rs. 125—190
8	Sub-Registrar	Rs. 120—250	Rs. 150—300
9	District Sub-Registrar	Rs. 260—330	Rs. 350440
10	Inspector of Registration Offices	Rs. 310—435	Rs. 370—780

414
STATEMENT No. 29
SUPPLY DEPARTMENT

Serial No.	Name of the post		Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2		3	4
1	Choukidar	••	Rs. 16—22	Rs. 45—55
2	Sweeper-cum-Choukidar		Rs. 16—22	Rs. 4555
3	Peon	••	Rs. 18—24	Rs. 45-55
4	Anti-smuggling Guard	3)	Rs. 18—24	Rs. 4555
5	Daftry		Rs. 24—34	Rs. 50—65
6	Sorter	-	Rs. 30—39	Rs. 60—75
7	Driver	1	Rs. 45—65	Rs.80—120
8	L. D. Clerk	•••	Rs. 50—90	Rs. 80—135
9	Assistant Inspector of Supplies	•••	Rs. 60—90	Rs. 95—135
10	U. D. Clerk	•	Rs. 70—10)	Rs. 110—155
11	Junior Accountant		Rs. 70—100	Rs. 110—155
12	Stenographer, Grade III		Rs. 85—115	Rs. 115—160
13	Head Clerk		Rs. 90-120	Rs. 125—190
14	Inspector of Supplies		Rs. 70—140	Rs. 125—190
15	Junior Auditor		Rs. 100—150	Rs. 125—190
				(Post be included in the Subordin at e Fin ance Service cadre and filled up by deputation).
16	Assistant Analyst	••	Rs. 100—150	Rs. 125—190
17	Head Assistant		Rs. 125—185	Rs. 155250

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
18	Senior Accountant	Rs. 125—185	Rs. 155—250
19	Senior Auditor	Rs. 155—235	Rs. 185—300
			(Post be included in the Subordinate Finance Service cadre nd filled up by deputation)
20	Senior Accounts Supervisor	Rs. 155—235	Rs. 185—300
21	Supervisor of Supplies	Rs. 155—235	Rs. 185—300
22	Analyst	Rs. 175—350	Rs. 230—500 (It is recommended that the post in between the posts of Analyst and Assistant Analyst be designated as Deputy Analysts and be in the scale of Rs.185—300)
23	Assistant Civil Supplies Officer	Rs. 175—380	Rs. 230—500
24	Assistant Financial Adviser	Rs. 200—460	Rs. 260—540 (for departmental promotees).
25	Civil Supplie Officer	Rs. 200—700	Rs. 260—780
26	Assistant Director of Food Supplies,	Rs. 200—700	Rs. 260—780 (plus special pay of Rs. 50)
	CONTINGENT	PAID STAFF	
1	Masalchi	Rs. 30 fixed	Rs. 45—55
2	Watcher	Rs. 25 fixed	Rs. 45—55

416
STATEMENT 30
STATE SOLDIERS', SAILORS' AND AIRMENS' BOARD

Serial No.	Name of the posts		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
1	Watcher		Rs. 16—22	Rs. 45—55
2	Peon		Rs. 18—24	Rs. 45—55
3	Second Clerk	S. Carr	Rs. 50—90	Rs. 80—135
4	First Clerk		Rs. 50-90	Rs. 80—135
5	Typist-cum-Despatcher		Rs. 50 -90 (starting pay Rs. 56).	Rs. 80—135 (starting pay Rs. 95).
6	Lower Division Assistant	10	Rs. 69—110	Rs. 90—150
7	Upper Division Grade Assistant	п	Rs. 100—150	Rs. 115—180
8	Secretary	व जय	Rs. 120—220	Rs. 150—300

417
STATEMENT No. 31
SECRETARY TO GOVERNOR'S OFFICE

Serial No	Name of the posts		Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2		3	4
1	Peon		Rs. 18—24	Rs. 45—55
2	Chaprasi	••	Rs. 18—24	Rs. 45 55
3	Daftary		Rs. 24—34	Rs. 50—65
4	Jamadar	FFE	Rs. 24—34	Rs. 50—65
5	Second Jamadar		Rs. 24—34	Rs. 50—65
6	Head Jamadar		Rs. 26—38	Rs. 55—70
7	Diarist-cum-Record keeper		Rs. 50—90	Rs. 80135
8	Despatcher	4(4)	Rs. 50—90	Rs. 80—135
9	Typist		Rs. 50—90	Rs. 80—135 (starting pay Rs. 95).
10	L. D. Assistant	यमव ज	Rs. 60—110	Rs. 90—150
11	U. D. Grade II Assistant	!	Rs. 100—150	Rs. 125—190
12	Junior Household Assistant		Rs. 100—150	Rs. 125—190
13	Stenographer, Grade II		Rs. 100—150	Rs. 145195
14	Household Assistant	•• ]	Rs. 155 –235	Rs. 185—300
15	Red Cross Assistant		Rs. 155 - 235	Rs. 185—300
16	U. D. Grade I Assistant		Rs. 155—235	Rs. 185—300
17	Accountant-cum-Cashier	·• į	Rs. 155—235	Rs. 185- 300
18	Stenographer Grade I	• . ]	Rs. 155—250	Rs. 185—325
19	Junior Head Assistant		Rs. 235—300	Rs. 300—395
20	Head Assistant	•••	Rs. 300—390	Rs. 350—440

Seria No.	Name of the posts	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
21	Personal Assistant to Governor.	Rs. 175—350 (St arting p ay Rs. 275).	Rs. 230—500 (Starting pay Rs. 340.)
22	Private Secretary to Governor	Rs. 450—600	Rs. 480—675
23	Assistant Secretary	Rs. 450—600	Rs. 480 – 675
	CONTINGEN	T STAFF	1
1 2 3 4 5 6 7 8	Mali Kitchen Boy Cleaner Sweeper House Khalasi Transport Peon Hot Waterman Masalchi	Rs. 16—22 Rs. 16—22 Rs. 18—24 Rs. 21—29 Rs. 21—29 Rs. 21—29 Rs. 21—29 Rs. 21—29	Rs. 45—55 Rs. 45—55 Rs. 45—55 Rs. 48—60 Rs. 48—60 Rs. 48—60 Rs. 48—60
9	Sweeper	Rs. 24—34	Rs. 50-65
10	Cook-mate	Rs. 24—34	Rs. 50—65
11	Head Mali	Rs. 26—38	Rs.55—70
12	Assistant r ansport Munsi .	Rs. 28—40	Rs. 60—75
13	Additional Town Bearer	Rs. 34—44	Rs. 65—80
14	House Bearer	Rs. 34—44	Rs. 65—80
15	Khits	Rs. 34—44	Rs. 65—80
16	Senior House Bearer	Rs. 40—60	Rs. 65—85
17	Second Cook	Rs. 40—60	Rs. 65—85
18	Grade II Driver	Rs. 45—65	Rs. 80—120
19	Head Khits	Rs. 45—65	Rs. 70—95
20	Head Cook	Rs. 60—50	Rs. 95—135
21	Grade I Driver	Rs. 70—90	Rs. 95 135
22	Garage-cum-Transport Supervisor	Rs. 85—115	Rs. 110—155

419
STATEMENT No. 32
SETTLEMENT AND SURVEY

Serial No.	Name of the p			ng scale pay	pay scales recommended by the Pay Com- mittee
1	2			3	4
1	Sweeper	• •	Rs.	16—22	Rs. 45—55
2	Chaukidar	• •	Rs.	16—22	Rs. 45-55
3	Peons	••	Rs.	18—24	Rs. 45—55
4	Treasury Peons	~E3	Rs.	21-29	Rs. 48—60
5	Daftries		Rs.	2129	Rs. 50—65
6	Daftry	<b>a.</b>	Rs.	24—34	Rs. 50—65
7	Drivers	of the sale	Rs.	4565	Rs. 80—120
8	L. D. Clerks	TAIN	Rs.	5090	Rs. 80—135
9	Junior Record keeper		Rs.	5090	Rs. 80—135
10	Head Peskar	सन्यमेव ज	Rs.	60-90	Rs. 110—155
11	Assistant Accountant			60—90	Rs. 110155
12	Sirastadar	••	Rs.	70100	Rs. 125-190
13	U. D. Clerk	••	Rs.	70—100	Rs. 110—155
14	Head Peskar	• •	Rs.	70100	Rs. 110-155
15	Second Clerks		Rs.	70—100	Rs. 110—155
16	Assistant Accountant	••	Rs.	70—100	Rs. 110—155
17	Record-Keeper	••	Rs.	70—100	Rs. 125—190
18	Stenographer, Grade I	ıı	Rs.	85—115	Rs. 115—160
19	Junior Accountant	••	Rs.	90120	Rs. 125—190
20	Senior Accountant		Rs.	100150	Rs. 145—195
21	Stenographer, Grade 1		Rs.	100—150	Rs. 145—195

Serial   No.	Name of the posts	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
<b>2</b> 2	Head Clerks	Rs. 100—150	Rs. 145—195
23	Head Assistant	Rs. 125—185	Rs. 185—300
24	Process Servers	Rs. 18—24	Rs. 45—55
25	Peshi Moharir	Rs. 21—29	Rs. 48 - 60
26	Map Moharir	Rs. 21—29	Rs. 48—60
27	Comparer	Rs. 26—38	Rs. 55—70
28	Assistant Store-keeper	Rs 26—38	Rs. 55—70
29	Record Moharir	Rs. 26—38	Rs. 5570
30	Amins	Rs. 40 fixed	Rs. 70—95
31	Draftsman	Rs. 50—90	Rs. 80—135
32	Draftsman	Rs. 50 fixed	Rs. 80—125
33	Draftsman	Rs. 50—70	Rs. 80—135
34	Store-keeper	Rs. 50—90	Rs. 125—190
35	Inspector	Rs. 60—90	Rs. 95—135
36	Inspector	Rs. 70 fixed	Rs. 95—135
37	Assistant Head Draftsman	Rs. 70—100	Rs. 110—155
38	Head Area Estimator	Rs. 70—100	Rs. 125—190
39	Store-keeper	Rs. 70—100	Rs. 125—190
40	Head Draftsman	Rs. 90—120	Rs. 125—190
41	Kanungos	Rs. 125 fixed	Rs. 155—250
42	Assistant Settlement Officer (Non-gazetted).	Rs. 125—185	Rs. 185—325

Seriai No.	Name of the posts	Existing scale of pay	Pay scales recom- mended by the Pay Committee	
1	2	3	4	
CONT	INGENT PAID STAFF UNDER T	HE SETTLEMEN	T DEPARTMENT	
1	Chainman	Rs. 16—22	Rs. 45—55	
2	Orderly Peon	Rs. 18—24	Rs. 45—55	
3	Inkman	Rs. 18—24	Rs. 45—55	
4	Tindals	Rs. 18—24	Rs. 45—55	
5	Process Servers	Rs. 18—24	Rs. 45—55	
6	Peshi Moharir	Rs. 21—29	Rs. 48—60	
7	Safei Moharir	Rs. 34—44	Rs. 50-65	
8	Safei Moharir	Rs. 49 fixed	Rs. 50—65	
9	General Moharir and Tour Clerk	Rs. 50—90	Rs. 80—135	
10	Draftsman, G r. I	Rs. 50 fixed	Rs. 80—135	
11	Draftsman, Gr. II	Rs. 45 fixed	Rs. 80—135	
12	Draftsman, Gr. III	Rs. 40 fixed	Rs. 80—135	
13	Amins and Munsherim, Gr. I	Rs. 50 fixed	Rs. 70—95	
14	Amins and Munsherim, Gr. II	Rs. 45 fixed	Rs. 70—95	
15	Amins and Munsherim, Gr. III	Rs. 40 fixed	Rs. 70—95	
16	Inspector, Gr. I	Rs. 80 fixed	Rs. 95—135	
17	Inspector, Gr. II	Rs. 70 fixed	Rs. 95—135	
18	Inspector, Gr. III	Rs. 60 fixed	Rs. 95—135	
19	Peskar, Gr. I	Rs. 80 fixed	Rs. 95—135	
20	Peskar, Gr. II	Rs. 70 fixed	Rs. 95—135	
21	Peskar, Gr. III	Rs. 60 fixed	Rs. 95—135	

422
STATEMENT No. 33
TRANSPORT DEPARTMENT

Serial No.	· · · · · · · · · · · · · · · · · · ·		Existing scale of pay		Pay scales recommended by the Pay Committee	
1			:	3	4	
1	Sweeper		Rs.	16-22	Rs.	45—55
2	Farash and Waterbearer	••	Rs.	16—22	Rs.	45—55
3	Mulia		Rs.	16—22	Rs.	4555
4	Nightwatcher	151	Rs.	16-22	Rs.	4555
5	Chowkidar		Rs.	16—22	Rs.	45 55
6	Chainman		Rs.	1622	Rs.	45—55
7	Office Peon		Rs.	18—24	Rs.	45—55
8	Orderly Pcon		Rs.	18—24	Rs.	45—55
9	Process Server		Rs.	18-24	Rs.	45—55
10	Cleaner	त्यमेव	जयने Rs.	1824	Rs.	45—55
11	Peon (For R. T. A.'s Office)	••	Rs.	18—24	Rs.	<b>45</b> —55
12	Watchman	••	Rs.	20—30	Rs.	48—60
13	Chowkidar	••	Rs.	2030	Rs.	48—60
14	Cleaner		Rs.	20—30	Rs.	48—60
15	Literate Peon	••	Rs.	21—29	Rs.	48 <b>- 6</b> 0
16	Daftary	••	Rs.	24—34	Rs.	50—65
17	Zamadar	•• !	Rs.	24—34	Rs.	5065
18	Treasury Sarkar	• • I	-Rs.	26—34	Rs.	5065
			Rs.	26-38	Rs.	55—70
19	Daftary (For District Office)	••	Rs.	24—34	Rs.	5065
20	Record Supplier	••	Rs.	26—38	Rs.	65—70

Serial No.	Name of the posts	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
21	Guard (For guarding chest)	Rs. 34—39	Rs. 65— 80
22	Work Sarkar	Rs. 30—40	Rs. 60— 75
23	Driver	Rs. 45-65	Rs. 80 - 120
24	Lower Division Clerk	Rs. 50-70	Rs. 80—135
25	Accounts Clerk	Rs. 50—70	Rs. 80—135
26	Typist-cum-Despatcher	Rs. 50—70	Rs. 80—135 (Starting pay Rs. 95).
27	Amin	Rs. 40—60	Rs. 70 95
28	Diarist-cum-Despatcher	Rs. 50—90	Rs. 80—135
29	Typist	Rs. 50—90	Rs. 80—135 (Starting pay Rs. 95).
30	Lower Division Clerk (For R. T. A.'s Office).		Rs. 80—135
31	Lower Division Clerk	Rs. 5090	Rs. 80—135
32	Lower Division Clerk (For District Office).	Rs. 50—90	Rs. 80—135
33	Lower Division Assistant (G.T.S.)	Rs. 5090	Rs. 80—135
34	Tracer-cum-Draftsman	Rs. 60—90	Rs. 80—120
35	Junior Accountant	Rs. 70—90	Rs. 95—135
36	Upper Division Clerk	Rs. 70-90	Rs. 95—135
37	Typist-cum-Despatcher	Rs. 70—90	Rs. 95-135
38	L. D. Assistant (For S. T. A.'s Office).	Rs. 55—95	Rs. 90—150
39	L. D. Assistant	Rs. 55—95	Rs. 90—150
40	U. D. Clerk	Rs. 70—100	Rs. 110—155

Serial No.	Name of the posts	Existin	g scale pay	Pay scales recommended by the Pay Committee
1	2		3	4
41	U. D. Clerk	Rs. 7	0—100	Rs. 110—155
42	U. D. Clerk (For Dist. Office)	Rs. 7	0—100	Rs. 110—155
43	U. D. Clerk (For R. T. A.'s Office	ce) Rs. 7	0—100	Rs. 110—155
44	Accountant	Rs. 7	0-100	Rs. 110—155
45	Audit Assistant	Rs. 6	0—110	Rs. 90—150
46	Grade III Stenographer	Rs. 8	35—115	Rs. 115—160
47	Senior Grade Typist (T. C	C.'s Rs. 8	5—115	Rs. 110—155
48	Junior Accountant	Rs. 8	5115	Rs. 115—160
49	Grade II Assistant	Rs. 9	0-120	Rs 115—180
50	Grade II Peskar	Rs. 9	0—120	Rs. 115—180
51	Accountant	Rs. 9	0-120	Rs. 125—190
52	Special U. D. Clerk (For Distriction Office).	rict Rs. 9	120	Rs. 125—190 (Should be designated as Head Clerk).
53	Junior Auditor	Rs. 10	0—150	Rs. 125—190
54	Grade II Stenographer	Rs. 10	0-150	Rs. 145—195
55	Head Clerk-cum-Accountant	Rs. 12	25—175	Rs. 125—190
56	Senior Accountant	Rs. 12	25—175	Rs. 185—300
57	Head Clerk	Rs. 12	25—175	Rs. 125—190
58	Grade I Assistant	Rs. 12	25—185	Rs. 155—250
59	Head Assistant	Rs. 12	5 185	Rs. 155—250
<b>6</b> 0	Junior Head Assistant	Rs. 18	35—235	Rs. 230—310
61	Accounts Supervisor	Rs. 12	25—235	Rs. 185—300
62	Audit Accounts Supervisor	Rs. 15	55—235	Rs. 185—300

Serial No.	Name of the posts	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
63	Senior Auditor	Rs. 155—235	Rs. 185—300
64	Head Accountant	Rs. 185—235	Rs. 230—310
6 <b>5</b>	Stenographer Grade I	Rs. 155—250	Rs. 185—325
66	Tyreman	Rs. 20—30	Rs. 45—55
67	Binder	Rs. 30—35	Rs. 65—85
68	Mechanic Carpenter (G. T. S.)	Rs. 30—39	Rs. 80—120
69	Treadleman	Rs. 34-44	Rs. 70—95
70	Helper	Rs. 26—46	Rs. 60—75
71	Junior Compositor	Rs. 40—60	Rs. 80—120
72	Assistant Mechanic (G. T. S.)	Rs. 45—65	Rs. 70—95
73	Driver	Rs. 45—65	Rs. 80—120
74	Conductor	Rs. 45—65	Rs. 80—120
	सत्यम्ब ज	त	( Matric ) Rs. 70—95 (Non-matric)
75	Assistant Cashier	Rs. 50—70	Rs. 80—135
76	Garrage Clerk	Rs. 50-70	Rs. 80-135
77	Assistant Store Keeper Grade III	Rs. 50—70	Rs. 80—135
78	Assistant Station Master	Rs. 50—70	Rs. 80—135
79	Carpenter	Rs. 55—75	Rs. 80—120
80	Blacksmith	Rs. 55—75	Rs. 80—120
81	Uphole sterers	Rs. 55—75	Rs. 100-155
82	Painter •••	Rs. 55-75	Rs. 80—120
83	Welder ⊷	Rs. 60—80	Rs. 80—120
84	Driver	Rs. 60—80	Rs. 95—135

Serial No.	Name of the posts	Existing scale of pay	Pay acales recommended by the Pay Committee
1	2	3	4
85	Revenue Inspector	Rs. 50—90	Rs. 80—135
86	Compositor	Rs. 6090	Rs. 100—155
87	Traffic Inspector	Rs. 6090	Rs. 115—180
88	Blacksmith	Rs. 60—90	Rs. 100—155
89	Upwhole Steerer	Rs. 70—90	Rs. 100—155
90	Fitter	Rs. 7090	Rs. 100—155
91	Cashier	Rs. 70—90	Rs. 100—155
92	Store Keeper Grade II	Rs. 7090	Rs. 80—135
93	Cashier	Rs. 70—100	Rs. 100155
94	Mechanic	Rs. 85115	Rs. 100155
95	Station Master	Rs. 70—120	Rs. 100—165
96	Rotaprinter Operator	Rs. 90—120	Rs. 125—190
97	Electrician	Rs. 90-140	Rs. 100—155
98	Mechanic	Rs. 90—140	Rs. 115—180
99	Senior Station Master	Rs. 90—140	Rs. 125—190
100	Storekeeper Grade I	Rs. 90—140	Rs. 125—190
101	Section Holder	Rs. 100—150	Rs. 155—250
102	Assistant Foreman	Rs. 125—175	Rs. 150—300
103	Inspector of Maintenance of Stores	Rs. 155—235	Rs. 185—300
104	Non-Gazetted Tahasildar	Rs. 120—250	Rs. 150—325
105	Engineering Overseer	Rs. 120—250	Rs. 150—300
106	Assistant Transport Manager	Rs. 150—240	Rs. 215—425 (If selected through P. S. C.) Failin g the scale will be Rs. 185—300.

Serial No.	Name of the posts	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
107	Building Overseer	Rs. 120-250	Rs. 159—300
108	Foreman	Rs. 175305	ገ
		Rs. 175—315	Rs. 260—780
		Rs. 260—700	
109	Works Engineer	Rs. 250—375	Rs. 500—920
	~550	Rs. 300—500	
110	Stores Officer	Rs. 175—380	Rs. 260—780 (The post should be included in the cadre of Assistant Works Engineer.
111	Assistant Accounts Officer	Rs. 175—380	Rs. 230—500
112	Zone Officer	Rs. 175—380	Rs. 230—500
113	Goods Transport Manager	Rs. 250—410	No recommenda- tion is made as the post is going to be merged in the cadre of Assi- stant Engineer or the Works Engineer.
114	District Transport Manager	Rs. 350—500	Rs. 260—780 Provided the recruitment is made in the same manner as for Deputy Collectors. Failing the scale of Rs. 260—540 should be given.
115	Motor Vehicle Inspector	Rs. 260700	Rs. 260780

Serial No.	. Name of the posts	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
· ·	WORK CHARGED I	ESTABLISHMENT	
1 .	Waterbearer	Rs. 30 per month (fixed).	Rs. 45—55
2	Waterbearer	Rs. 15 per month (fixed).	Rs. 45-55
3	Watchman	Rs. 43 per month (fixed).	Rs. 45—55
4	Waterman	Rs. 20 per month (fixed).	Rs. 45—55
5	Waterman	Rs. 15 per month (fixed).	Rs. 45—55
6	Enquiry Assistant	Rs. 72 per month (fixed).	Rs. 80—135
	CONTINGENT	PAID STAFF	
1	Sweeper .	Rs. 25 per month Consolidated pay	Rs. 45- 55

429
STATEMENT 34
TOWN PLANNING ORGANISATION

Serial No.	Name of the posts		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
1	Peon		Rs. 18—24	Rs. 45—55
2	Ferro Printer	• •	Rs. 50—65	Rs. 50—65
3	Tracer	••	Rs. 50—70	Rs. 80—120
4	Typist		Rs. 50—90	Rs. 80—135 (Starting pay— Rs. 95).
5	Assistant Draftsman	,	Rs. 90—120	Rs. 150—300
6	Stenographer Grade II	Ţ	Rs. 100—150	Rs. 145—195
7	Grade II Accountant	J	Rs. 100—150	Rs. 125—190
8	Grade I Assistant		Rs. 125—185	Rs. 155—250
9	Estimator	98 91 5	Rs. 120—250	Rs. 150—300
10	Architectural Draftsman		Rs. 205—300	Rs. 250—375
11	Assistant Engineer		Rs. 200—700	Rs. 260—780

430
STATEMENT 35
TRIBAL AND RURAL WELFARE DEPARTMENT

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
1	Mali	Rs. 16—22	Rs. 45—55
2	Watchman	Rs. 16—22	Rs. 45—55
3	Attendant, Grain Gola	Rs. 16—22	Rs. 45—55
4	Peon and Orderlies	Rs. 18—24	Rs. 45—55
5	Attendant, Ashram School	Rs. 18—24	Rs. 45—55
6	Attendant, Kanyashrama	Rs. 18—24	Rs. 45—55
7	Attendant, Higher Ashram School	Rs. 18—24	Rs. 45—55
8	Attendant, Talim Kendra	Rs. 18—24	Rs. 4555
9	Sevak	Rs. 24—34	Rs. 65—85
10	Work Sarkar	Rs. 30-39	Rs. 6075
11	Sevak	Rs. 34—44	Rs. 70—95
12	Salesman under Adibashi Colony	Rs. 40—50	Rs. 70—95
13	Bee Keeper	Rs. 40—50	Rs. 70—95
14	Driver	Rs. 40—60	Rs. 80—120
15	Salesman under Adibasi Colony	Rs. 40—60	Rs. 7095
16	Moharir	Rs. 40—60	Rs. 6075
17	Mechanic-cum-Pump Driver	Rs. 40—65	Rs. 80—120
18	Driver	Rs. 45—65	Rs. 80—120
19	Village Welfare Guide	Rs. 50—65	Rs. 80—120
20	Mechanic-cum-Pump Driver	Rs. 50—70	Rs. 80—120
21	Masonry teacher in Higher Ashram School.	Rs. 50-70	Rs. 80—120

Serial No.	Name of the posts	Existing scales of pay	Pay scales recommended by the Pay Commit ce
1	2	3	4
22	Smithy teacher, Ashram School	Rs. 50—70	Rs. 80—120
23	Driver	Rs. 50—90	Rs. 80—120
24	L. D. Clerk	Rs. 50—90	Rs. 80—135
25	Accountant	Rs. 50—90	Rs. 80—135
26	Music Mistress in Kanyashram	Rs. 50-90	Rs. 100—155
27	Accounts Superintendent, Ashram School.	Rs. 50—90	Rs. 80 –135
28	Assistant Teacher for Ashram Scheol.	Rs. 50—90 (Starting pa Rs. 70 for train- ed teachers).	Rs. 100—155 (for trained Matriculates).  Rs. 80—135 (for untrained Matriculates).
29	Assistant Mistress, Kanyashram	5 400	Rs. 80—135
30	Game Teacher, Talim Kendra	Rs. 5090	Rs. 80—135
31	Assistant Teacher, Talimkendra (C. T. Matric)	Rs. 50—90 (Starting Pay Rs. 60).	Rs. 100—155
32	Assistant Teacher, Training Centre (C. T. Matric).	Rs. 50—90	Rs. 100—155
33	Agricultural Teacher Ashram School	Rs. 50—90 (Starting pay Rs. 70).	Rs. 100—155
34	P. T. I. Training Centre	Rs. 5090	Rs. 100-155
35	Hindi Teacher, Ashram School	Rs. 5—90 (Starting pay Rs. 70).	Rs. 100—155

Serial No.	Name of the posts	Existing scales of pay	Pay scales recommended by the Pay Com- mittee
1	2	3	4
36	Hindi Mistress, Kanyashram School.	Rs. 50—90	Rs. 80 - 135
37	Weaving Teachers for Ashram School.	Rs. 50—90 (Starting pay Rs. 70).	Rs. 100—155
38	Weaving Mistress, Kanyashram	Rs. 50—90	Rs. 100—155
39	Crast Mistress, Kanyashram	Rs. 50—90 (Starting pay Rs. 70).	Rs. 100—155
40	Tailoring Teacher for Ashram School.	Rs. 50—90	Rs. 100-155
41	Tailoring Mistress, Kanyashram	Rs. 50—90 (Starting pay Rs. 62).	Rs. 100—155
42	Carpentry Teacher, Ashram School.	Rs. 50—90 (Starting pay Rs. 62).	Rs. 100 <sub>55</sub> 155
43	Pharmacist	Rs. 50—90	Rs. 100—155
44	Kanungoes	Rs. 50—90 (Starting pay Rs. 60).	Rs. 80—135
45	Village Welfare Guide	Rs. 50—90	Rs. 80—120
46	Social Supervisor	Rs. 60—90 (Starting pay Rs. 66).	Rs. 95—135
47	Colony and Forest Supervisor	Rs. 60—90 (Starting pay	Rs. 95—135
48	Social Workers	Rs. 66). Rs. 60—90	Rs. 100—155
49	U. D. Clerks	Rs. 70—100	Rs. 110—155

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Com- mittee
1	2	3	4
50	Accountant	Rs. 70—100	Rs. 110—155
51	Carpentry Teacher for Higher Ashram School.	Rs. 70—100	Rs. 110—155
52	Agricultural Teacher for Talim- kendra.	Rs. 70—100	Rs. 100—155
53	Tailoring Teacher, Higher Ashram School.	Rs. 70—100	Rs. 110—155
54	Crafts Teacher in Training Centre	Rs. 70—100	Rs. 110—155
55	Tahasildar under Colonisation Scheme.	Rs. 70—100	Rs. 100—155
56	Weaving Teacher in Talimkendra	Rs. 70—100	Rs. 110—155
57	Weaving Teacher in Training Centre.	Rs. 70100	Rs. 110—155
58	Rural Welfare Inspector	Rs. 85—115	Rs. 110—195
59	Poultry Overseer	Rs. 85—115	Rs. 120—250
60	Head Clerk	Rs. 90—120	Rs. 125—190
61	Assistant Teacher, Talimkendra	Rs. 70—125	Rs. 115—180
62	Headmaster for Ashram School	Rs. 70—125 (Starting pay of Rs. 120 for trained graduates).	
		(Starting pay Rs. 100 for untrained graduates).	Rs. 116—220 (For untrained graduates).
		(Starting pay of Rs. 100 for trained Intermediates.)	Rs. 116—180 (for trained I.A.)

Serial. No.	Name of the post	Exising scale of Pay	Pay Scales recommended by the Pay Committee
1	2	3	4
63	Headmistress, Kanyashram	Rs. 70—125 {Starting pay Rs. 125).	Rs. 115—180
64	Photographer-cum-Dark Room Expert.	Rs. 70—140	<b>R</b> s. 100—180
65	Hindi Teacher, Training Centre	Rs. 70—140	Rs. 115-220
66	Drawing Teacher, Training,	Rs. 70 –140	Rs. 110195
67	Assistant Teacher, Higher Ashram School.	Rs. 100—150	Rs. 115—180
68	Agricultural Teacher, Higher Ashram School.	Rs. 85—155	Rs. 110—195
69	Poultry Overseer	Rs. 85—155	Rs 120-250
70	A.D.W.O. (Non-gazetted)	Rs. 155—235	Rs. 215-425
	सन्यमेव	न्यने	(Provided the recruitment is made by competitive examination through P. S. C.)
			Rs. 185—300 (for existing incumbents.)
71	Laboratory Assistant	Rs. 120250	Rs. 150—300
72	Assistant Teacher, Training Centre.	Rs. 120—250	Rs. 185—325
73	Agricultural Teacher, Training Centre	Rs. 120—250	Rs. 185—300
74	Headmaster, Talimkendra	Rs. 120—250	Rs. 185—325
		(Starting pa y Rs. 155).	

Serial. No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
75	Headmaster for Higher Ashram School.	Rs. 155—250	Rs. 250—540
76	Research Assistant	Rs. 175—275	Rs. 215—425
77	D. W. O	Rs. 175380	Rs. 215 - 425
78	D. W. O	Rs. 175—380	Rs. 260—540
79	D. W. O	Rs. 200—460	Rs. 260—540
80	D. W. O	Rs. 230700	Rs. 260—540
81	D. W. O.	Rs. 200700	Rs. 260—540
			(Provided recruitment is made by competitive examination through P. S. C.)
82	Research Officer	Rs. 200—460	Rs. 260—780
83	Headmaster, Secondary Training School.	Rs. 200—700	Rs. 260—780
84	Headmaster-cum-Superintend e n t, Training School.	Rs. 200—700	Rs. 260—780
85	Assistant Director	Rs. 260—700	Rs. 370—780

STATEMENT 36

436

## VETERINARY DEPARTMENT

Serial No.	Name of the post		Existing scale of pay	Pay scales re- commended by the Pay Committee
1	2		3	4
1	Choukidar-cum-Sweeper	••	Rs. 16—22	Rs. 45—55
2	Mali	• •	Rs. 16—22	Rs. 4555
3	Choukidar	••	Rs. 16-22	Rs. 4555
4	Farash		Rs. 16-22	Rs. 4555
5	Attendant		Rs. 18—24	Rs. 45—55
6	Peon		Rs. 1824	Rs. 45—55
7	Cleaner	?	Rs. 18—24	Rs. 45—55
8	Specimen Collector		Rs. 18—24	Rs. 45—55
9	Blacksmith Attendant	7 67	Rs. 18—24	Rs. 4555
10	Delivery Attendant	(0)	Rs. 18-24	Rs 4555
11	Gas Plant Attendant	मेव नय	Rs. 24—34	Rs. 50—65
12	Laboratory Attendant	• ·	Rs. 24—34	Rs. 50—65
13	Daftry	• •	Rs. 24—34	Rs. 50—65
14	Orderly Jamadar		Rs. 24—34	Rs. 50—65
15	Carrier	• •	Rs. 24—34	Rs. 50—65
16	Treasury Sarkar	••	Rs. 2638	Rs. 55—70
17	Record Supplier	• •	Rs. 26—38	Rs. 55—70
18	Milk Recorder		Rs. 30—39	Rs. 60—75
19	Salesman	••	Rs. 30-39	Rs. 60—75
<b>2</b> 0	Jamadar	• •	Rs. 30—39	Rs. 69—75
21	Fieldman		Rs. 30—39	Rs. 6580
22	Agriculture Sardar		Rs. 30—39	Rs. 60—75

Serial No.	Name of the post		Existing sca pay	le of	Pay sca recommende the Pay Committe	d by
1	2	-	3		4	<del></del>
23	Blacksmith	••	Rs. 40—50		Rs. 60—75	<del></del>
24	Carpenter	• •	Rs. 40—50		Rs. 6075	
25	Tractor Driver		Rs. 45—65		Rs. 70—95	
26	Driver	• •	Rs. 45—65		Rs 80—120	
27	Incubation Mistry	••	Rs. 50—70		Rs. 80—120	
28	Laboratory Assistant	F	Rs. 50—90		Rs. 80—135	
29	Assistant Store-keeper		Rs. 50—90		Rs. 80—135	
30	Gas Plant Mistry		Rs. 5090		Rs. 80—135	
31	Mechanic		Rs. 50—90	-	Rs. 100150	
32	Veterinary Stockman	प्रमेव	Rs. 50—90		Rs. 80-135 (Selection g posts at per cent created in scale of Rs160.)	12½ be the
33	Lower Division Clerk	••	Rs. 50—90		Rs. 80—135	
34	Diarist	••	Rs. 50—90		Rs. 80—135	
35	Despatcher	• ••	Rs. 50—90 (Starting Rs 56).	pay	Rs. 80—135 (Starting Rs. 95).	pay
36	Junior Grade Typist	•	Rs. 50—90 (Starting Rs. 56).	pay	Rs. 80—135 (Starting Rs. 95).	pay
37	L. D. Assistant	••	Rs. 55-95		Rs. 90—150	

Serial No.	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
38	Water Tank Mechanic		Rs. 70—100	Rs. 100—150
39	Accounts Clerk	• •	Rs. 70—100	Rs. 110—155
40	Upper Division Diarist	••	Rs. 70—100	Rs. 110—155
41	Stenographer, Grade III	••	Rs. 85—115	Rs. 115—160
42	Senior Grade Typist	• •	Rs. 85—115	Rs. 110—155
43	Head Clerk	eman	Rs. 90—120	Rs. 125—190
44	Grade II Assistant		Rs. 90—120	Rs. 115—180
45 46	Librarian Stenographer, Grade II		Rs. 70—140 Rs. 100—150	Rs. 90—150 (Should be a member of the ministerial cadre of the Department). Rs. 145—195
	1		(E)	
47	Milk Recorder	सन्यमेव ज	Rs. 85—155	Rs. 120—250 (It is recommended that the post be designated as 'Milk Analyst'.
48	Stockman Supervisor	••	Rs. 85—155	Rs. 120—250
49	Poultry Extension Officer	••	Rs. 85 –155	Rs. 120—250
50	Pharmacist	• •	Rs. 85—155	Rs. 120—250
51	Laboratory Technician	••	Rs. 85—155	Rs. 120—250
52	Veterinary Technician	• •	Rs. 85 155	Rs. 120—250
53	Agriculture Overseer	••	Rs. 85—155	Rs. 125—220
54	Poultry Overseer	••	Rs. 85—155	Rs. 120—250
55	Diary Overseer	••	Rs. 85—155	Rs. 120—250
56	Grade I Assistant	••	Rs. 125—185	Rs. 155—250

Serial No.	Name of the post	Existing scale of pay	Pay scales re- commended by the Pay Committee
1	. 2	3	4
57	Under Study	Rs. 185—235	Rs. 230—310
58	Bursar	Rs. 260—330	Rs. 325—395
59	Office Superintendent	Rs. 260—330	Rs. 325—395
60	Agriculture Supervisor	Rs. 155—250	Rs. 195-385
61	Dairy Supervisor	Rs. 155—250	Rs. 195—385
62	Entomologist	Rs. 225—285	Rs. 450550
63	Poultry Farm Manager	Rs. 225—285	Rs. 450— 550
64	Poultry Supervisor (T. and R. W. Department)	Rs. 225—285	Rs. 450—550
65	Technical Assistant (R. P. Scheme)	Rs. 225—285	Rs. 450—550
66	Veterinary Inspector	Rs. 225—285	Rs. 450—550
67	Artificial Insemination Inspector	Rs. 225—285	Rs. 450—550
68	Farm Superintendent Khapuria	Rs. 225—285	Rs. 450- 550
69	Farm Manager	Rs. 225—285	Rs. 450—550
<b>7</b> 0	Instructor, Stockman Training Class.	Rs. 225—285	Rs. 450—550
71	Assistant Instructor, Milk Supply Scheme.	Rs. 225 – 285	Rs. 450—550
72	Research Officer (Retention of Placenta)	Rs. 225—285	Rs. 450—550
73	Assistant Superintendent, Milk Supply Scheme.	Rs. 225—285	Rs. 450—550
74	Accounts Officer	Rs. 175—380 (J.F.S.)	Rs. 230—500
75	House Surgeon	Rs. 175-410	Rs. 230—500

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
76	Radiologist	Rs. 175—410	Rs. 230—500
77	Annesthesist	Rs. 175—410	Rs. 230—500
78	Instructor, Veterinary College	Rs. 175—410	Rs. 230—500
79	Research Assistant	Rs. 175—410	Rs. 230—500
80	Veterinary Assistant Surgeon	Rs. 175—410	Rs. 230—500 (Selection Grade post @ 12½ per cent be created in the scale of 450—550).
81	Personal Assistant	Rs. 310—435	Rs. 350—475
82	Dairy Development Officer	Rs. 360—700	Rs. 370780
83	Research Officer, Stephonofilasiasis	Rs. 360—700	Rs. 370—780
84	Bacteriologist (R. P.) Scheme	Rs. 360—700	Rs. 370—780
85	Assistant Poultry Development Officer.	Rs. 360—700	Rs. 370—780
86	Assistant Professor, Veterinary College.	Rs. 360—700	Rs. 260—780 (For direct recruit only) Persons deputed from the department will carry their own scales.
87	Research Officer, Brucellosis	Rs. 360—700	Rs. 370—780
88	Goshala Development Officer	Rs. 360—700	Rs. 370—780
8 <b>9</b>	Artificial Insemination Officer	Rs. 360—700	Rs. 370780
90	District Animal Husbandry and Veterinary Officer.	Rs. 360—700	Rs. 370—780
91	Animal Nutritionist	Rs. 360—700	Rs. 370—780

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
92	Officer-in-charge Biological Products Section Serologist.	Rs. 360—700	Rs. 370—780
93	Disease Investigation Officer (Cattle) Pathologist.	Rs. 360—700	Rs. 370—780
94	Assistant Disease Investigation Officer (S & G) Parasitologist.	Rs. 360—700	Rs. 370—780
95	Disease Investigation Officer (P) Bacteriologist.	Rs. 360—700	Rs. 370—780
96	Livestock Officer, Geneticist	Rs. 360—700	Rs. 370—780
	VETERINARY DEPARTMENT	' (WORK-CHARG	ED STAFF)
1	Cartman	Rs. 16 'fixed pay)	Rs. 45—55
2	Wash-up-man	Rs. 16 (fixed pay)	Rs. 45—55
3	Bull attendant	Rs. 16 (fixed pay)	Rs. 45—55
4	Attendant REPUE.	Rs. 16 (fixed pay)	Rs. 45—55

442
STATEMENT No. 37

## ROADS AND BUILDINGS (REGULAR ESTABLISHMENT) DEPARTMENT

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
1	Farash	Rs. 16—22	Rs 45—55
2	Night Watchman	Rs. 16—22	Rs. 4555
3	Sweeper	Rs. 16—22	Rs. 45—55
4	Choukidar	Rs. 16—22	Rs. 45—55
5	Treasury guard	Rs. 18—24	<b>R</b> s. 45 - 55
6	Peon (Office, Orderly and Section)	Rs. 18—24	Rs. 45—55
7	Peons in Chief Engineer's Office	Rs. 18—24 (Starting pay Rs. 20).	Rs. 45—55
8	Daffadar	Rs. 21—29	Rs 48—60
9	Daftary	Rs. 24-34	Rs. 50 - 65
10	Jamadar	Rs. 24 34	Rs. 50—65
11	Record-supplier	Rs. 26—38	Rs. 5570
12	Despatcher in Circle and Division Offices.	Rs. 40—60	Rs. 6585
13	Provincial Mistry	Rs. 45—65	Rs. 70—95
14	Driver (Motor Vehicle)	Rs. 45—65	Rs. 80—120
15	Tracer	Rs. 45—65	Rs. 80—120
16	Ferro printer	Rs. 50—65	Rs 5065
17	Tracer, Drawing Branch	Rs. 50 - 70	Rs. 80—120
. 18	Architectural Tracer	Rs. 50—70	Rs. 80120
19	Provincial Driver	Rs. 50—70	Rs. 80—120

Ser'al No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
20	L. D. Clerk	Rs. 50—90	Rs. 80—135
21	Despatcher	Rs. 50—90	Rs. 80—135
22	Junior Progress Clerk	Rs. 50-90	Rs. 80—135
23	Junior Grade Typist	Rs. 50—90 (Starting pay Rs. 56).	Rs. 80—135 (Starting pay Rs. 95).
24	L. D. Assistant	Rs. 55—95	Rs. 90—150
25	Sub-Overscers	Rs. 70—100	Rs. 100—155
26	Draftsman in Divisional Office	Rs. 70—100	Rs. 115—160
27	Store-keeper	Rs. 70—100	Rs. 86—135
28	Divisional U. D. Clerk	Rs. 70—100	Rs. 110—155
29	Senior Progress Clerk	Rs. 70 – 100	Rs. 110—155
30	Stenographer, Grade III	<b>R</b> s. 85—115 •	Rs. 115—160
31	Senior Grade Typist	Rs. 85—115	Rs. 110—155
32	Circle U. D. Clerk	Rs. 90—120	Rs. 115—160
33	Divisional Head Clerk	Rs. 90—120	Rs. 125—190
34	Assistant Draftsman in C. E.'s Office.	Rs. 90—120	Rs. 150—300
35	Assistant Architectural Draftsman	Rs. 90—120	<b>Rs.</b> 150—300
36	U. D. Grade II Assistant	Rs. 90—120	Rs. 115—180
37	First Assistant in Circle Office	Rs. 100—150	Rs. 125—190
38	Foreman	Rs. 100-150	Rs. 125—220
39	Assistant Estimator	Rs. 100—180	Rs. 100—155
40	Head Draftsman in C. E.'s Office.	Rs. 125—185	Rs. 250—375

Serial No.	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
41	Grade I U. D. Assistant		Rs. 125—185	Rs. 155—250
42	Store-keeper		Rs. 125—185	Rs. 185—300
43	Head Assistant in Circle Office		Rs. 185—235	Rs. 230—310
44	Senior Assistant		Rs. 185—235	Rs. 230310
45	Estimator		Rs. 120—250	Rs. 150- 300
46	Overseer		Rs. 120—250	Rs. 150—300 (Selection grade posts at 12½ per cent of the total number of posts be created in the scale of
47	Mechanical Foreman	1	Rs. 120250	Rs. 250—375). Rs. 150—300
48	Stenographer, Grade I		Rs. 155—250	Rs. 185—325
49			Rs. 205—300	Rs. 250—375
50	Designer	नव ज	Rs. 205—300	Rs. 250—375
51	Divisional Accountant		Rs. 130—355	Rs. 185—395
52	Superintendent, Drawing Branc	h	Rs. 250—410	Rs. 269—780
53	Inspector, Heavy Plant	• •	Rs. 250—410	Rs. 260—780
54	Personal Assistant (Non-techn	ical)	R . 310 – 435	Rs. 350—475
55	Architectural Assistant		Rs. 260—700	Rs. 260-780
56	Assistant Engineer		Rr. 260—700	Rs. 260—780
	ROADS AND BUILDINGS (W	ORI	K-CHARGED)	DEPARTMENT
1	Majhi		Rs. 16—22	Rs. 45 55
2	Store Peon		Rs. 16—22	Rs. 45—55
3	Water Carrier		Rs. 16—22	Rs. 45—55

Serial No.	Name of the p	ost	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
4	Gang Mulia		Rs. 16—22	Rs. 45—55
5	Mile Mulia	• •	Rs. 16—22	Rs. 45– 55
6	Sweeper/Sweepress	• •	Rs. 16—22	Ra. 45—55
7	Watcher	• 1	Rs. 16—22	Rs. 45—55
8	Sweeper/Sweepress	••	Rs. 18—24	Rs. 45—55
9	Watcher		Rs. 18—24	Rs. 45—55
10	Store Choukidar		№ s. 18—24	Rs. 45—55
11	Inspection Bungalow	Choukidar	Rs. 18—24	Rs. 45—55
12	Mali		Rs. 18—24	Rs. 4555
13	Cleaner for lorries	1411	Rs. 18—24	Rs. 45—55
14	Oilman	N. C.	Rs. 18—24	Rs 45—55
15	Head Mulia	ग्रह्मांस उ	Rs. 18—24	Rs. 45—55
16	Peon	2194714	Rs. 18—24	Rs. 45—55
17	Fireman to Roller	••	<b>R</b> s. 18—24	Rs. 45—55
18	Khalasi	••	Rs. 18—24	Rs. 45—55
19	Mate	••	Rs. 18—24	Rs. 45—55
20	Helper	• • أ	Rs. 18—24	Rs. 45—55
21	Helper		Rs. 21—29	Rs. 48 · 60
22	Khansama	•• [	Rs. 24 - 34	Rs 50—65
23	Junior Wireman	••	Rs. 30—39	Rs. 60—75
24	Store Issuer	· ·	Rs. 30 - 39	Rs. 60 –75
25	Road Mistry	••	Rs. 30-39	<b>R</b> s. 60—75
26	Road Gumasta		Rs. 30—39	Rs. 60-75

Serial No.	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
27	Work Sarkar	• •	Rs. 3)—39	Rs. 60—75
28	Gurkha Choukidar	• •	Rs. 34-39	Rs. 6580
29	Fitter, Grade II	••	Rs. 40—60	Rs. 80—120
30	Painter		Rs. 45-65	Rs. 70—95
31	Amin		Rs. 45-65	Rs. 70—95
32	Wireman, Grade B		Rs. 45—65	Rs. 80 – 120
33	Pump Driver		Rs. 4565	Rs. 70 - 95
34	Dumper Driver		Rs. 5-65	Rs. 8:-120
35	Crusher Driver		Rs. 45—65	Rs. 80—120
36	Boring Driver		Rs. 45—65	Rs. 80—120
37	T. M. R. Driver		Rs. 45—65	Rs. 80—120
38	Miller Mixer Driver	3000	Rs. 45—65	Rs. 80—120
39	Tractor Driver	ામવ	Rs. 4565	Rs. 80—120
40	Truck Driver	••	Rs. 45 - 65	Rs. 80—120
41	Jeep Driver	• •	Rs. 45—65	Rs. 80—120
42	Engine Driver	••	Rs. 45 · 65	Rs. 70—95
43	Driver-cum Fitter		Rs. 4565	Rs. 80-120
44	Work Sarkar of Electrical Divis	sion	Rs. 45—65	Rs. 70—95
45	Fan Mechanic		Rs. 45 -65	Rs. 70—95
46	Fitter, Grade II		Rs. 50—70	Rs. 80-120
47	Fan Mechanic		Rs. 5070	Rs. 80—120
48	Driver		Rs. 50-70	Rs. 80—120
49	Junior Lineman		Rs. 50—70	Rs. 80—12)

Serial No	Name of the po	SI :	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
50	Lineman, Grade II		Rs. 50 – 70	Rs. 80120
5i	Blacksmith, Grade II	• •	Rs. 50—70	Rs. 80120
52	Welder		Rs. 5070	Rs. 80—120
53	Electrician, Grade C	• •	Rs. 50—70	Rs. 80-120
54	Wiremen, Grade A		Rs. 50—70	Rs. 80—120
55	Store-keeper	(Empl)	Rs. 50—70	Rs. 80—135
56	L. D. Clerk		: <b>Rs</b> . 50—90	Rs. 80135
57	Switch Board Attendant		Rs. 50—90	Rs. 100155
58	Meter Reader-cum-Bill	Assistant	Rs. 50—90	Rs. 80—135
59	Assistant to Mechanic	1211	Rs. 60—90	Rs. 100—155
60	Carpenter		Rs. 60 – 90	Rs. 100155
61	Electrician, Grade 'B'	10 miles	Rs. 60—90	Rs. 100—155
62	Road Roller Driver	পল্মশ্র গ	Rs. 60—90	Rs. 95–135
63	Blacksmith, Grade II	••	Rs. 60-90	Rs. 100—155
64	Mason		Rs. 7090	Rs. 100—155
65	Lineman, Grade I	••	Rs. 70—90	Rs. 100—155
66	Head Driver	••	Rs. 70—90	Rs. 95—135
67	Meter Mechanic	••	Rs. 70-90	Rs. 100155
68	Store U. D. Clerk		Rs. 70—100	Rs. 110—155
69	Storekeeper-cum-Cashier	••	Rs. 70100	Rs. 110—155
70	Surveyor	••	Rs. 70—100	Rs. 100—155
71	Chargeman	••	Rs. 70100	Rs. 100—155
7 <b>2</b>	Driver-cum-fitter	••	Rs. 80—110	Rs. 95—135

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
73	Chargeman	Rs. 85—115	Rs. 115—180
74	Cable Jointer	Rs. 85—115	Rs. 110—155
75	Store-keeper	Rs. 90—120	Rs. 125—190
76	Mechanic	Rs. 100—150	Rs. 115—180
77	Boring Mechanic	Rs. 100—150	Rs. 115—180
78	Roller Mechanic	Rs. 100—150	Rs. 115180
79	Divisional Auto-Mechanic	Rs. 100—150	Rs. 115—180
80	Mechanic Foreman	Rs. 100—150	Rs. 125—220
81	Roller Foreman	Rs. 100—180	Rs. 125—220
82	Bull Dozer Operator	Rs. 125—185	Rs. 115—180
83	Line Supervisor	Rs. 120—250	Rs. 150-300
84	Foreman	Rs. 120—250	Rs. 150—300
85	Overseer	Rs. 120-250	Rs. 150—300
86	Bull Dozer Driver	Rs. 105 fixed	Rs. 95—135
87	Motor Grader Operator	Rs. 175 fixed	Rs. 115—180
	IRRIGATION DEPAR	TMENT (REGUL	AR)
1	Special Messenger	Rs. 16—22	Rs. 45—55
2	Laskar, 3rd Class	Rs. 16—22	Rs. 45—55
3	Sweeper	Rs. 16—22	Rs. 4555
4	Gauge Reader	Rs. 16—22	Rs. 45—55
5	River Guard	Rs. 16—22	Rs. 45—55
6	Farash	Rs. 16 – 22	Rs. 45—55
7	Choukidar	Rs. 16—22	Rs. 45—55
8	Night Watchman	Rs. 16—22	Rs. 45—55
		1	

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
9	Chainman in L. A .Organisation	Rs. 16—22	Rs. 45—55
10	Laskar, 2nd Class	Rs. 1824	Rs. 4555
11	Fireman	Rs. 18—24	Rs. 45-55
12	Majhi	Rs. 18—24	Rs. 45—55
13	Treasury Guard	Rs. 18—24	Rs. 45—55
14	Tent Khalasi in Land Acquisition Organisation.	Rs. 18—24	Rs. 45—55
15	Khalasi	Rs. 18—24	Rs. 45—55
16	Tyndal	Rs. 18—24	Rs. 45—55
17	Peon (Office and Orderly Sectional)	Rs. 18—24	Rs. 4555
18	Peons in Chief Engineer's Office	Rs. 18-24 (Starting pay Rs. 20)	Rs. 45—55
19	Process Server in L. A. Organisation.	Rs. 18—24	Rs. 45—55
20	Jamadar	Rs. 21 – 29	Rs. 48—60
21	Laskar, 1st Class	Rs. 21—29	Rs. 48—60
22	Patrol	Rs. 21—29	Rs. 4860
23	Daffadar	Rs. 21—29	Rs. 48—60
24	Cash Guard-cum-Care-taker in L. A. Organisation.	Rs. 21—29	Rs. 48—60
25	Literate Peon in L. A. Organisation.	Rs. 21—29	Rs. 48—60
26	Head Laskar	Rs. 24—34	Rs. 50—65
27	Oilman	Rs. 24—34	Rs. 50—65
28	Steerman	Rs. 24-34	Rs. 50—65

Serial No.	Name of the post	•	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
29	Daftry	• .	Rs. 24—34	Rs. 50—65
30	   <b>Jama</b> dar	• •	Rs. 24—34	Rs. 50—65
31	Record Supplier		Rs. 26-38	Rs. 55-70
32	Carpenter	• •	Rs. 30—39	Rs. 60—75
33	Carpenter, 1st Class	••	Rs. 40-50	Rs. 60—75
34	Engine Driver	150A	Rs. 40—50	Rs. 70—95
35	Fitter, 2nd Class		Rs. 40—50	Rs. 60—75
36	Fitter, 1st Class	(A.	Rs. 40 60	Rs. 80—120
37	Head Carpenter	State	Rs. 40—60	Rs. 80—120
38	Despatcher in Circle and Di Offices.	ivisional	Rs. 40—60	Rs. 65—85
39	Amin in L. A. Organisation	पद्ममेन ज	Rs. 40—60	Rs. 70—95
40	Amin		Rs. 45—65	Rs. 70—95
41	Motor Vehicle Driver	• ·	Rs. 45—65	Rs. 80—120
42	Toll Collector		Rs. 45-65	Rs. 80—135
43	Tracer	••	Rs. 45—65	Rs. 80—120
44	Ferro-printer		Rs. 50—65	Rs. 50—65
45.	Moulder		Rs. 50—70	Rs 80—120
46	Tracer		Rs. 50-70	Rs. 80—120
47	Motor Driver		Rs. 50 70	Rs. 80—120
48	Head Fitter		Rs. 50—70	Rs. 80—120
49	Tahasildar	••	Rs. 50-70	Rs. 80—120
50	Engine Driver	••	Rs. 60—80	Rs. 70—95

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
51	Moharrir	Rs. 50—90	Rs. 80—135
52	L. D. Clerk	Rs. 50—90	Rs. 80—135
53	Revenue Clerk .	Rs. 50—90	Rs. 80—135
54	Draftsman in L. A. O	Rs. 50—90	Rs. 100—155
55	Despatcher	Rs. 50—90	Rs. 80—135
56	Revenue Inspector in L. A. O	Rs. 50—9	Rs. 80—135
57	Junior Progress Clerk	Rs. 50—90	Rs. 80—135
58	Junior Grade Typist	Rs. 50—90 (Starting pay Rs. 56)	Rs. 80—135 (Starting pay Rs. 95)
59	Motor Launch Driver	Rs. 60—90	Rs. 95—135
60	Lower Division Assistant	Rs. 55—95	Rs. 90—150
61	Tracer-Draftsman in C. E.'s Office.	1	Rs. 80—120
62	Store-keeper	Rs. 70—100	Rs. 80—135
63	Draftsman in Divisional Offices	Rs. 70-100	Rs. 115—160
64	Divisional Upper Division Clerk	Rs. 70 100	Rs. 110—155
65	Senior Progress Clerk	Rs 70—100	Rs. 110—155
66	Stenographer, Grade III	Rs. 85—115	Rs. 115—160
67	Senior Grade Typist	Rs. 85—115	Rs. 110—155
68	Circle Upper Division Clerk	Rs. 90120	Rs. 115—160
69	Divisional Head Clerk	Rs. 90—120	Rs. 125—190
70	Accountant, Orissa Canal Revenue Division.	Rs. 90—120	Rs. 115—160
71	Assistant Draftsman in C. E.'s Office.	Rs. 90—120	Rs. 150—300

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
72	Grade II Upper Division Assistant	Rs. 90—120	Rs. 115—180
73	Zilladar	Rs. 70—140	Rs. 125—190
74	First Assistant in Circle Office	Rs. 100—150	Rs. 125—190
75	Stenographer, Grade II	Rs. 100—150	Rs. 145—195
76	Grade I Upper Division Assistant	Rs. 125—185	Rs. 155—250
77	Senior Assistant .	Rs. 185—235	Rs. 230—310
78	Head Assistant in Circle Office	Rs. 185—235	Rs. 230—310
79	Overseer	Rs. 120—250	Rs. 150—300 (Selection grade posts at 12½ per cent of the total number of Overseers' posts be created in the scale of Rs. 250—375).
80	Estimator REPLE.	Rs. 120—250	Rs. 150—300
81	Stenographer, Grade I	Rs. 155—250	Rs. 185—325
82	Designer	Rs. 205—300	Rs. 250—375
83	Divisional Accountant	Rs. 130—355	Rs. 185395
84	Special Officer, Orissa Canal Revenue Division.	Rs. 175—380 as he is an O. S. A. S. cadre officer.	Rs. 230—500
85	Zonal Officer, L. A. O	Rs. 175—380	Rs. 230—500
86	Superintendent, Drawing Branch	Rs. 250—410	Rs. 260—780
87	Personal Assistant (Non-Technical)	Rs. 310—435	Rs. 350—475
. 88	Land Acquisition Officer	Rs. 200—700 (as he is an O. A. S. cadre officer).	Rs. 260—780

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
89	Accounts Officer	Rs. 260—700 (as he is an O. F. S. cadre officer).	Rs. 260—780
90	Assistant Engineer	Rs. 260—700	Rs. 260—780

## IRRIGATION DEPARTMENT (WORK-CHARGED)

1	Cycle Messenger	Control of the second	Rs. 16-22	Rs. 45—55
2	Mate		Rs. 16-22	Rs. 45—55
3	Male Mazdoor		Rs. 16—22	Rs. 45—55
4	Choukidar	d Brown	Rs. 16—22	Rs. 45—55
5	Gang Mulia	1/1/1/1	Rs. 16—22	Rs. 45—55
6	Sweeper	NE CO	Rs. 16 – 22	Rs. 45—55
7	River Guard	(California)	Rs. 16—22	Rs. 45—55
8	Gauge Reader	सत्यमव ज	Rs. 16-22	Rs. 45—55
9.	Gauge Reader	••	Rs. 18—24	Rs. 4555
10	Hammerman	••	Rs. 18-24	Rs. 45—55
11	Boatman	••	Rs. 18—24	Rs. 4555
12	Cleaner	••	Rs. 18-24	Rs. 45—55
13	Khalasi	••	Rs. 18—24	Rs. 45—55
14	Majhi	••	Rs. 18—24	Rs. 45—55
15	Mate	••	Rs. 18—24	Rs. 45-55
16	Choukidar	••	Rs. 18 – 24	Rs. 4555
17	Helper	••	Rs. 18-24	Rs. 45—55
18	Patrol	• • ·	Rs. 21—29	Rs. 48—60

Serial No.	Name of the post		Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2		3	4
19	Helper	••	Rs. 21—29	Rs. 48—60
20	Blacksmith	••	Rs. 30—39	Rs. 60—75
21	Work Sarkar	•• }	Rs. 30—39	Rs. 60—75
22	Gurkha Choukidar		Rs. 34—49	Rs. 65—90
23	Fitter Mechanic		Rs. 4060	Rs. 70—95
24	Painter	E	Rs. 4060	Rs. 70—95
25	Truck and Jeep Driver		Rs. 45—65	Rs. 80—120
26	Boring Mistry		Rs. 4565	Rs. 70—95
27	Tracer		Rs. 45—65	Rs. 80—120
28	Amin		Rs. 45—65	Rs. 70—95
29	Fitter Mechanic	Y	Rs. 45—65	Rs. 70—95
30	Mechanic	स्यमेव	Rs. 45-65	Rs. 70—95
31	Out-board Motor Driver	લવ્યમવ	Rs. 45—65	Rs. 70—95
32	Pump Driver	••	Rs. 45-65	Rs. 70 95
33	Carpenter		Rs. 60-90	Rs. 100 - 155
34	Air Compresser		Rs. 60—90	Rs. 95—135
35	Road Roller Driver		Rs. 60—90	Rs. 95—135
36	Driller		Rs. 60 – 90	Rs. 100—155
37	Assistant Auto Mechanic		Rs. 60-90	Rs. 100—155
38	Electrician		Rs. 60-90	Rs. 100—155
39	Surveyor		Rs. 60-90	Rs. 100—155
40	Pump Mechanic		Rs. 6090	Rs. 100—155
41	Generator Driver		Rs. 60—90	Rs. 95—135

Serial No.	Name of the post		Existing of p		mended	le recom- by the emmittee
1	2			3		4
42	Mason	• •	Rs.	70—90	Rs.	100—155
43	Sub-Overseer		Rs.	70100	Rs.	100155
44	Assistant Store-Keeper		Rs.	70—100	Rs.	80—135
45	Surveyor Draftsman		Rs.	70—100	Rs.	100—155
46	Mechanical Foreman		Rs. 1	00—180	Rs.	125220
	ELECTRICITY DEPARTMENT	RJ	EGULAR	ESTAB	LISHME	NT
1	Sweeper		Rs.	16—22	Rs.	45—55
2	Choukidar		Rs.	16-22	Rs.	45—55
3	Treasury Guard	••	Rs.	18-24	Rs.	4555
4	Peon (Office, Orderly, a Sectional)	nd	Rs.	18-24	Rs.	45—55
5	Choukidar	9.	Rs.	1824	Rs.	45—55
6	Peon (Office, Orderly in Ch Engineer's Office)	ief	Rs. (Starting		Rs.	45—55
7	Helper	••	Rs.	2129	Rs.	48—60
8	Daffadar	••	Rs.	2129	Rs.	48—60
9	Daftry		Rs.	2434	Rs.	5065
10	Jamadar	••	Rs.	24—34	Rs.	5065
11	Record Supplier		Rs.	26—38	Rs.	5570
12	Despatcher in Circle and Division Offices	nal	Rs.	40—60	Rs.	65—85
13	Tracer in Divisional Office		Rs.	45 65	Rs.	80—120
14	Ferro-printer	•• j	Rs.	5065	Rs.	50-65
15	Tracer in Chief Engineer's Office	••	Rs.	5070	Rs.	80—120
16	L. D. Clerk		Rs.	50—90	Rs.	80135

Serial No.	Name of the post	Existing scale of pay	Pay scales re- commended by the Pay Committee
1	2	3	4
17	Diarist	Rs. 50—90	Rs. 80—135
18	Despatcher	Rs. 50—90	Rs. 80—135
19	Junior Grade Typist	Rs. 50—90 (Starting pay Rs. 56)	Rs. 80—135 (Starting pay Rs. 95)
20	Jeep Driver	Rs. 50-90	Rs. 80—120
21	L. D. Assistant	Rs. 55—95	Rs. 90—150
22	Divisional U. D. Clerk	Rs. 70—100	Rs. 110—155
23	U. D. Clerk in Electric Inspector's Office.	Rs. 70—100	Rs. 110—155
24	Draftsman in Divisional Offices	Rs. 70 - 100	Rs. 115—160
25	Electrician	Rs. 80—110	Rs. 100—155
26	Stenographer, Grade III	Rs. 85—115	Rs. 115—160
27	Senior Grade Typist	Rs. 85—115	Rs. 110—155
28	Divisional Head Clerk	Rs. 90—120	Rs. 125—190
29	Head Clerk in Electric Inspector's Office.	Rs. 90—120	Rs. 125—190
30	Circle U. D. Clerk	Rs. 90—120	Rs. 115—160
31	Grade II U. D. Assistant	Rs. 90—120	Rs. 115—180
32	Assistant Draftsman in Chief Engineer's Office.	Rs. 90—120	Rs. 150300
33	First Assistant in Circle Office	Rs. 100—150	Rs. 125—190
34	Chargeman	Rs. 100 150	Rs. 115—180
35	Store Keeper, Grade I	Rs. 125—185	Rs. 185—300
36	Grade I U. D. Assistant	Rs. 125—185	Rs. 155—250

Serial No.	Name of the post	Existing scale of pay	Pay s c a l es recommended by the Pay Committee
1	2	3	4
37	Head Draftsman in Chief Engineer's Office	Rs. 125—185	Rs. 250—375
38	Commercial Auditor .	Rs. 155—235	Rs. 185—300
39	Head Assistant in Circle Office	Rs. 185—235	Rs. 230—310
40	Senior Assistant	Rs. 185—235	Rs. 230—310
41	Overseer (Electrical/Mechanical)	Rs. 120—250	Rs. 150—300 (Selection grade posts at the rate of 12½ per cent of the total number of posts be created in the s c a le of Rs. 250—375).
42	Estimator (Electrical/Mechanical)	Rs. 120—250	Rs. 150-300
43	Overseer (Civil)	Rs. 120—250	Rs. 150—300
44	Estimator (Civil)	Rs. 120—250	Rs. 150—300
45	Junior Engineer	Rs. 120—250 ( Starting pay Rs. 180)	Rs. 150-300 ( Starting pay Rs. 210)
46	Stenographer, Grade I	Rs. 155—250	Rs. 185—325
47	Commercial Accountant	Rs. 225 – 285	Rs. 300-395
48	Office Superintendent	Rs. 260—330	Rs. 325 395
49	Divisional Accountant	Rs. 130—355	Rs. 185—395
50	Personal Assistant to Chief Engineer	Rs. 310-435	Rs. 350—475
51	Assistant Engineer (Electrical)	Rs. 260—700	Rs. 260—780
52	Assistant Engineer (Civil)	Rs. 260—700	Rs. 260—780

Serial	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
ELE	CTRICITY DEPARTMENT (WORK	CHARGED EST.	ABLISHMENT)
1	Sweeper	Rs. 16-22	Rs. 45—55
2	Watchman	Rs. 16-22	Rs. 45-55
3	Coal Mulia	Rs. 18—24	Rs. 45—55
4	Oilman	Rs. 18—24	Rs. 45—55
5	Cleaner	Rs. 18—24	Rs. 45—55
6	Laskar	Rs. 18—24	Rs. 45—55
7	Helper (Fitter-Helper, Pump House Helper, Switch Board Helper, Lineman Helper).	Rs. 18—24	Rs. 45—55
8	Khalasi	Rs. 18—24	Rs. 45—55
9	Hammerman	Rs. 18-24	Rs. 45—55
10	Watchman	Rs. 18—24	Rs. 45—55
11	Sikari Ruha 33	Rs. 20—29	Rs. 48—60
12	Helper (Fitter-Helper, Pump House Helper, Switch Board Helper, Lineman Helper.)	Rs. 21—29	Rs. 48—60
13	Gardener	Rs. 21—29	Rs. 48—60
14	Bill Assistant/Store Assistant	Rs. 21—29	Rs. 48—60
15	Work Sarkar	Rs. 30—39	Rs. 60—75
16	Helper (Fitter-Helper, Pump House Helper, Switch Board Helper, Lineman Helper).		Rs. 60—75
17	Boiler Khalasi	Rs. 30—39	Rs. 60—75
18	Junior Drill Mechineman	Rs. 30—39	Rs. 60-75
19	Gardener	Rs. 30—39	Rs. 60—75
	1	}	i i

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
20	Hammerman	Rs. 30—39	Rs. 60—75
21	Fitter, Gr. III	Rs. 30—39	Rs. 60-75
22	Junior Wireman	Rs. 30—39	Rs. 6075
23	Junior Engine Driver	Rs. 30—39	Rs. 60—75
24	Sub-Station Attendant	Rs. 30—39	Rs. 70—95
25	Bill Assistant Store Assistant	Rs. 30—39	Rs. 60—75
<b>2</b> 6	Lineman	Rs. 30—39	Rs. 60-75
27	Pump Attendant	Rs. 30—45	Rs. 45—55
<b>2</b> 8	Watchman	Rs. 34—39	Rs. 65—80
29	Junior Store Supervisor	Rs. 40—59	Rs. 80—135
30	Fireman	Rs. 40—60	Rs. 70—95
31	Junior Mechanic	Rs. 45—65	Rs. 70—95
32	Fitter, Gr. II	Rs. 45—65	Rs. 80—120
33	Blacksmith, Gr. II	Rs. 45—65	Rs. 80—120
34	Sub-station Attendant	Rs. 4565	Rs. 70—95
35	Engine Driver	Rs. 45—65	Rs. 70– 95
36	Truck Driver	Rs. 45—65	Rs. 80—120
37	Jeep Driver .	Rs. 45—65	Rs. 80120
38	Pump Driver	Rs. 45—65	Rs. 70—95
39	Mistri	Rs. 45—65	Rs. 70—95
40	Welder	Rs. 45—65	Rs. 80—120
41	Fan Mechanic	Rs. 45—65	Rs. 70—95
42	Wireman	Rs. 45—65	Rs. 80—120

Serial No.	Name of the post		Existing scale of pay	Pay scales re commended by the Pay Committee
1	2		3	4
43	Time-keeper	••	Rs. 45—65	Rs. 70—95
44	Meter Reader	••	Rs. 45—65	Rs. 70—95
45	Lineman		Rs. 45—65	Rs. 80—12
46	Welder	••	Rs. 50—70	Rs. 80—12
47	Drill Machineman	· •	Rs. 5070	Rs. 80—12
48	Fan Mechanic	37	Rs. 50—70	Rs. 80—12
49	Wireman		Rs. 50—70	Rs. 80—12
50	Time-keeper	•••	Rs. 50-70	Rs. 70—9
51	Meter Reader	I.T	Rs. 50—70	Rs. 80—1
52	Switch Board Attendant	W	Rs. 50—70	Rs. 80—1
53	Electrician	,,,	Rs. 50—70	Rs. 80-1
54	Bill Assistant, Store Assistant	न ज	Rs. 50—70	Rs. 80—1
· 55	Lineman	• •	Rs. 50—70	Rs. 80—1
56	Store Keeper	••	Rs. 50—70	Rs. 80—1
57	Driver Mechanic	••	Rs. 60—70	Rs. 80—1
58	Bill Assistant / Store Assistant		Rs. 50—90	Rs. 80—1
59	Assistant Operator	• •	Rs. 60—90	Rs. 95—1
60	Surveyor	• •	Rs. 60-90	Rs. 100—
61	Fitter, Grade I		Rs. 60—90	Rs. 100—
62	Junior Boiler Attendant		Rs. 60—90	Rs. 95—1
63	Head Engine Driver		Rs. 60—90	Rs. 95—1
64	Lineman		Rs. 60—90	Rs. 100

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
65	Mechanic	Rs. 60—90	Rs. 100—155
66	Head Engine Driver	Rs. 70—90	Rs. 95—135
67	Lineman	Rs. 70—90	Rs. 100—155
68	Store Keeper	Rs. 70—90	Rs. 80 -135
	Blacksmith, Grade I	Rs. 70—100	Rs. 100—155
70	Senior Progress Recorder	Rs. 70—100	Rs. 110 –155
71	Fitter Mechanic	Rs. 70—100	Rs. 100—155
72	Switch Board Attendant, Grade I.	Rs. 70—100	Rs. 100—155
73	Turbine Attendant	Rs. 70—100	Rs. 100—155
74	Chargeman	Rs. 70—100	Rs. 100—155
75	Mechanic, Gr. II	Rs. 70—100	Rs. 100—155
76	Mechanic, Gr. I	Rs. 85—115	Rs. 100—155
77	Mechanical Supervisor, Grade II .	Rs. 85—115	Rs. 125—220
78	Cable Jointer, Grade II	Rs. 85—115	Rs. 110—155
79	Line Foreman/Line Supervisor, Grade II.	Rs. 85—115	Rs. 125—220
80	Chargeman	Rs. 85—115	Rs. 115—180
81	Senior Boiler Attendant	Rs. 85—115	Rs. 110—155
82	Store Keeper	Rs. 90—120	Rs. 125190
83	Cable Jointer, Grade I	Rs. 100—150	Rs. 125—190
84	Special Foreman	Rs. 120—150	Rs. 150—300
85	Turbine Shift Supervisor	Rs. 100—150	Rs. 125220

Serial No.	Name of the post	Existing scale of pay	Pay scales recom- mended by the Pay Committee
1	2	3	4
86	Shift-in-charge .	Rs. 120—250	Rs. 150—300
87	Diesel Erector .	Rs. 120—250	Rs. 150—300
88	Store Supervisor .	Rs. 120 – 250	Rs. 185300
89	Line Foreman/Line Supervisor Grade I.	Rs. 120—250	Rs. 150—300
90	Mechanical Supervisor, Grade I.	Rs. 120—250	Rs. 150—300
91	Electrical Supervisor	Rs. 120—250	Rs. 150—300
92	Diesel Engine Foreman .	. Rs. 150—250	Rs. 185—300
P	) UBLIC HEALTH DEPARTMENT	(REGULAR ESTA	BLISHMENT)
1	Sweeper .	Rs. 16—22	Rs. 4555
2	Night Watchman .	. Rs. 16—22	Rs. 45—55
3	Choukidar .	Rs. 16—22	Rs. 45—55
4	Peon (Office, Orderly and Sectional)	Rs. 18—24	Rs. 45—55
. 5	Peons (Office and Orderly in C. E.'s Office)	1	Rs. 45—55
		(Starting Rs. 20)	1
6	Ferro Peon .	Rs. 18—24 (Starting Rs. 20)	Rs. 45—55
7	Fitter Khalasi .	. Rs. 18—24	Rs. 45—55
8	Plumbing Khalasi .	. Rs. 18—24	Rs. 45—55
9	Laskar Khalasi .	. Rs. 18—24	Rs. 45—55
10	Sweeper Khalasi .	. Rs. 18—24	Rs. 45—55
11	Pump Attendant .	. Rs. 18—24	Rs. 45—55
12	Daffadar .	. Rs. 18—24	Rs. 45—55
13	Daftry .	. Rs. 24—34	Rs. 50—65

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Com- mittee.
1	2	3	4
14	Record Supplier	Rs. 26—38	Rs. 55—70
15	Assistant Pump Driver	Rs. 26—38	Rs. 60—75
16	Sweeper Mistry	Rs. 34—44	Rs. 65—80
17	Despatcher in Circle and Divisional Offices	Rs. 40—60	Rs. 65—85
18	Plumbing Mistry	Rs. 45—65	Rs. 70—95
19	Pump Driver	Rs. 45—65	Rs. 70—95
20	Motor Vehicle Driver	Rs. 45—65	Rs. 80—120
21	Meter Reader	Rs. 45—65	Rs. 70—95
<b>2</b> 2	Fitter Mistry	Rs. 45—65	Rs. 70—95
23	Tracer in Circle and Divisional Offices.	Rs. 45—65	Rs. 80—120
24	Ferro-printer	Rs. 50—65	Rs. 50—65
25	Tracer in C. E.'s Office	Rs. 50—70	Rs. 80—120
26	Diarist	Rs. 50—90	Rs. 80—135
27	L. D. Clerk	Rs. 50—90	Rs. 80—135
28	Typist-cum-Despatcher	Rs. 50—90 (Starting pay	Rs. 80—135 (Starting pay
29	L. D. Assistant	Rs. 56) Rs. 55—95	Rs. 95) Rs. 90—150
30	Divisional U. D. Clerk	Rs. 70—100	Rs. 110—155
31	Draftsman in Circle and Divisional Office.	Rs. 70—100	Rs. 115—160
32	Sub-Overseer	Rs. 70—100	Rs. 100—155
33	Stenographer, Grade III	Rs. 70—100	Rs. 115—160
34	Assistant Draftsman in C. E.'s Office.	Rs. 90—120	Rs. 150—300

Serial No.	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
35	U. D. Grade II Assistant		Rs. 90120	Rs. 115—180
36	Circle U. D. Clerk		Rs. 90—120	Rs. 115—160
37	Divisional Head Clerk	.	Rs. 90—120	Rs. 125—190
38	First Assistant in Circle Office		Rs. 100—150	Rs. 125—190
39	Grade I U. D. Assistant		Rs. 125—185	Rs. 155—250
40	Head Assistant in Circle Office	an,	Rs. 185—235	Rs. 230—310
41	Senior Assistant		Rs. 185—235	Rs. 230—310
42	Overseer	1	Rs. 120—250	Rs. 150—300 (Starting pay Rs. 160). (Selection grade post at 12½ per cent of the total number of posts be created in the scale of Rs. 250—375).
43	Estimator		Rs. 120—250	Rs. 150—300
44	Head Draftsman in P. Engineer's Office.	н.	Rs. 205—300	Rs. 250—375
45	Divisional Accountant	••	Rs. 130—355	Rs. 185—395
46	Drawing Superintendent in C. E. Office.	.'s	Rs. 250—410	Rs. 260—780
47	Assistant Engineer		Rs. 260—700	Rs. 260—780
	PUBLIC HEALTH DEPARTI ESTABLIS			RGED
1	Mulia	٠٠,	Rs. 16—22	Rs. 45-55
2	Night Watchman	••	Rs. 16—22	Rs. 45—55
3	Choukidar		Rs. 18—24	Rs. 45—55

Serial No.	Name of the post		Existing scale of pay	Pay scales recommended by the Pay Committee
1	2		3	4
4	Helper	••	Rs. 18—24	Rs. 45-55
5	Store Choukidar		Rs. 18—24	Rs. 45-55
6	Sweoper Khalasi		Rs. 18-24	Rs. 45—55
7	Peon		Rs. 18—24	Rs. 45—55
8	Driving Khalasi	٠.	Rs. 18—24	Rs. 45—55
. 9	Pump Attendant	grat Gra	Rs. 18—24	Rs. 45—55
10	Plumbing Khalasi		Rs. 18—24	Rs. 45—55
11	Cleaner for Motor Vehicle		Rs. 18—24	Rs. 45—55
12	Assistant Fitter	h	Rs. 21—29	Rs. 6075
13	Assistant Pump Driver		Rs. 26—38	Rs. 6075
14	Assistant Fitter Mistry		Rs. 26—38	Rs. 5570
15	Work Sarkar	•	Rs. 30—39	Rs. 6075
16	Assistant Meter Reader	• •	Rs. 30—39	Rs. 60—75
17	Blacksmith		Rs. 30-39	Rs. 60—75
18	Sweeper Mistry	• •	Rs. 34—44	Rs. 6580
19	Gurkha Guard		Rs. 34—39	Rs. 65—80
20	Painter	••	Rs. 40—60	Rs. 7095
21	Meter Reader		Rs. 40—60	Rs. 70—95
22	Pump Driver		<b>R</b> s. 45—65	Rs. 70—95
23	Motor Vehicle Driver		Rs. 45 - 65	Rs. 80—120
24	Pump Driver-cum-Fitter Mistry		Rs. 4565	Rs. 70—95
25	Pump Driver-cum-Mechanic		Rs. 95	Rs. 80—120
26	Plumbing Mistry		(Consolidated) Rs. 45—65	Rs. 70—95

Serial No.	Name of the post		Existing scale of pay	Pay scales re- commended by the Pay Committee
1	. 2		3	4
27	Fitter Mistry	••	Rs. 45—65	Rs. 70—95
28	Oil Engine Driver	••	Rs. 45—65	Rs. 70—95
29	Fitter Operator	••	Rs. 45—65	Rs. 70—95
30	L. D. Clerk		Rs. 50-90	Rs. 80—135
31	Mechanic	••	Rs. 60—90	Rs. 100—156
32	Chargeman, Electrical		Rs. 70—100	Rs. 100-155
33	Electrician		Rs. 80-110	Rs. 100155
34	Foreman and Mechanic	ť	Rs. 100—150	Rs. 125—220
35	Overseer	Į,	Rs. 120—250	Rs. 150-300 (Starting pay Rs. 160.)
36	Rig Operator		Rs. 120—250	Rs. 185—300

सन्यमेव जयते

467

#### STATEMENT No. 38

## SCALES OF PAY RECOMMENDED FOR EMPLOYEES OF AIDED EDUCATIONAL INSTITUTIONS

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Com- mittee
1	2	3	4
	COLLEGE ED	UCATION	
1	Mali	Rs. 16—22	Rs. 45—55
2	Sweeper	Rs. 16—22	Rs. 45-55
3	Water Bearer	Rs. 16—22	Rs. 45—55
4	Choukidar	Rs. 16—22	Rs. 45—55
<b>5</b> .	Peons	Rs. 18—24	Rs. 45—55
6	Bearers	Rs. 18—24	Rs. 45—55
7	Daftary	Rs. 24—34	Rs. 50—65
8	Gasman	Rs. 24—34	Rs. 48—60
9	Specimen Collector	Rs. 24—34	Rs. 48—60
10	Clerk	Rs. 50—90	Rs. 75—130
11	Mechanic	Rs. 50—90	Rs. 80—120
12	Librarian (Matrioulate)	Rs. 50—90	Rs. 75—130
13	Store-keeper	Rs. 50 90	Rs. 75—130
14	Trained Physical Training Instructor (Matriculate).	Rs. 50—90	Rs. 95—150
15	Trained Physical Training Instructor (Intermediate).	Rs. 60—100	Rs. 110—160
16	Librarian (Intermediate)	Rs. 60 -100	Rs. 95—150
17	Laboratory Assistant (Intermediate)	Rs. 60—100	Rs. 95—150
18	Head Clerk (having two clerks in all).	Rs. 70—100	Rs. 100—155

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2.	3	4
19	Head Clerk (having 3 clerks o more).	r   Rs. 90—120	Rs. 110 – 175
20	Trained Physical Training Instructor (Graduate).	Rs. 100—200	Rs. 150—275
21	Librarian (Graduate) .	. Rs. 100—200	Rs. 125—250
22	Graduate Laboratory Assistant .	. Rs. 100-200	Rs. 125—250
23	Lecturers in Intermediate Colleges	Rs. 180—310	Rs. 235—425
24	Lecturers in Degree Colleges .	. Rs. 180—460	Rs. 245—540
25	Principals of Intermediate College	es   Rs. 260—460	Rs. 260 – 540 (plus rent-free quarters)
26	Principals of Degree Colleges SECONDARY	Rs. 300—570 EDUCATION	No change
27	Peons	Rs. 16—22	Rs. 45—55
28	Daftary	Rs. 20—28	Rs. 50—65
29	Trained non-Matriculates	Rs. 30—40	Rs. 70—95
30	Higher Elementary Train teachers including trained M. and M. V. teachers in Prima Classes.	E.	Rs. 70—95
31	Non-matric Secondary Train Teacher.	ed Rs. 35—55	Rs. 70—95
32	Teachers with Vernacular Maste ship qualification.	er- Rs. 3555	Rs. 70—95
33	Spinning teacher	Rs. 35—55	Rs. 75—130
. 34	Weaving teacher	Rs. 35—55	Rs. 75—130
3:	Untrained Physical Traini Instructor.	ng Rs. 40—80	Rs. 75—130

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
36	Untrained Drawing Masters	Rs. 40—80	Rs. 75—130
37	Untrained Matriculates	Rs. 40—80	Rs. 75—130
38	L. D. Clerks	Rs. 45—85	Rs. 75—130
39	Trained Matriculates	Rs. 50—85	Rs. 95—150
40	Untrained Intermediate	Rs. 50—85	Rs. 95—150
41	Second Pandit	Rs. 50—85	Rs. 75—130
42	Trained Physical Training Instructor.	Rs. 50—85	Rs. 95—150
43	Manual Training Instructor (Untrained).	Rs. 50 - 85 Rs. 40—80	Rs. 95—150
44	Craft Teacher	Rs. 50—90	Rs. 75—130
45	U. D. Clerks	Rs. 65—95	Rs 100—155
46	Trained Intermediate	Rs. 60—100	Rs. 110—160
47	Qualified Commercial Training Instructor.	Rs. 60—120	Rs. 110—195
48	Manual Training Instructor (Trained).	Rs. 60—120	Rs. 110—195
49	Qualified Drawing Masters	Rs. 60 – 120	Rs. 110—195
50	Head Pandit and Head Maulavis	Rs. 60—120	Rs. 110—195
51	Untrained Greduates	Rs. 60—120	Rs. 110195
52	Hindi Teachers	Rs. 70— 140 Rs. 70 fixed.	Rs. 110—195
53	B. A., C. T., appointed prior to the 1st April 1954.	Rs. 100—210	Rs. 120—220

Serial No:	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Com- mittee
1	2	3	4
54	Trained Graduate Teacher	Rs. 100—210	Rs. 150—275
55	Headmasters and Headmistress of High Schools.	Rs. 130—250	Rs. 215—385
<b>5</b> 6	M. A. Teachers of Higher Secondary Classes.	Rs. 175—380	Rs. 215—500

## BASIC EDUCATION

57	Peons	Rs. 16—22	Rs. 45—55
58	Basic Trained non-Matriculate	Rs. 45—65	Rs. 70—95
59	Trained Matriculates	Rs. 50—90 (Starting pay Rs. 60).	Rs. 95—150
60	Basic Trained Intermediates	Rs. 70—100	Rs. 110—160
61	Classical teacher for the Post-Basic School.	Rs. 70—140	Rs. 110—195 (If Acharya)
			Rs. 95—150 (If Sastri).
		ŗ	Rs. 75—130 (If Madhyama).
62	Trained Intermediate having training from Wardha.	Rs. 70—150	Rs. 110—160
63	Basic Trained Graduate	Rs. 120—250	Rs. 150-275
64	Headmasters of the Post-Basic Schools.	Rs. 175—380	Rs. 215—385

Serial No.	Name of the post	Existing scale of pay	Pay scaels recommended by the Pay Committee
1	2	3	4
	PRIMARY ED	UCATION	
65	Untrained non-Matriculates	Rs. 35 (Fixed)	Rs. 65-85
66	Trained non-Matriculates	Rs. 40-50	Rs. 70—95
67	Untrained Matriculates	Rs. 40—80	Rs. 75—130
68	Trained Matriculates	Rs. 50—85	Rs. 95—150
	SANSKRIT ED	UCATION	
69	Sweeper and Scavenger .	.   Rs 14—20	Rs. 45—55
70	Peons .	. Rs. 16—22	Rs. 45—55
71	Untrained Matriculate	Rs. 40—80	Rs. 75—130
72	Clerk	. Rs. 45—85	Rs. 75—130
73	Trained Matriculate .	. Rs. 50—85	Rs. 95—150
74	Untrained Intermediate	. Rs. 50—85	Rs. 95—150
75	Madhyama passed Pandits (Tols)	Rs. 30—40	For posts for
76	Sastri title holder Pandits (Tols).	. Rs. 35—55	which mini- mum quali-
77	Sastri Pandits	. Rs. 50—85	fication is A c h a r y a
78	Sastri Head Pandits in Pratham Tols.	na   Rs. 50—85	Rs. 110—195.   Sastri Rs. 95   -150.
<b>7</b> 9	Acharya Pandits (Tols)	Rs. 50—85	Madhy a m a Rs. 75—130.
80	Acharya title holder Head Pandi (Tols).	Rs. 60—100	But Head Pandits in Sanskrit Inst i tutions should be given suitable special pay for higher duties and responsi bilities shouldered by them.

Serial No.	Name of the post	Existing scale of pay	Pay scales recommended by the Pay Committee
1	2	3	4
81	Trained Intermediate	Rs. 60—100	Rs 110—160
82	Lecturers with Acharya qualification.	Rs. 80—120	Rs. 110—195
83	Principal with Acharya qualification	Rs. 130—250	Rs. 215—385
	MUSLIM EDUC	CATION	·
84	Maulavis with Wastania qualification.	Rs. 30—40	Rs. 65—85
85	Maulavis with Hafiz qualification	Rs. 30—40	Rs. 65—85
8 <b>6</b>	Maulavis with Fauquania qualification.	Rs. 35—55	Rs. 7095
8 <b>7</b>	Maulavis with Fazil qualification	Rs. 50—85	Rs. 70—130
88	Head Maulavi of Senior Madrasa with Fazil qualification.	Rs. 60—100	Rs. 95—150

#### STATEMENT No. 39

## SCALES OF PAY RECOMMENDED FOR EMPLOYEES OF THE LOCAL BODIES

#### MINISTERIAL

Name of post	Pay	scales recommended
<ol> <li>Head Clerk, Grade I Manager.</li> </ol>	or Superintendent or	Rs. 175—275
2. Head Clerk, Grade II	••	Rs. 150—245
3. Head Clerk, Grade III	••	Rs. 110—175
4. Head Clerk, Grade IV	••	Rs. 100—155
5. Accountant, Grade I	••	Rs. 150—260
6. Accountant, Grade II	••	Rs. 125—225
7. Accountant, Grade III	••	Rs. 90—145
8. Accountant, Grade IV		Rs. 75—130
9. L. D. Clerk		Rs. 75—130
10. U. D. Clerk	· · · · · · · · · · · · · · · · · · ·	Rs. 100-155
11. Cashier	YAYRAR	Rs. 90—145
12. Non-matric L. D. Cleri	k	Rs. 7095

When the work of two posts, e. g., Head Clerk and Accountant or Clerk and Cashier is combined, the higher scale of the two posts of which the work has been combined should be given.

Typists should be appointed in the same scale as for the L. D. Clerks and no higher starting pay should be given to them as seems to be the practice in some Municipalities and Notified Area Councils at present.

#### TAX COLLECTION

1. Octroi Superintendent Grade I.	or Tax	Daroga,	Rs. 175—275
2. Tax Daroga, Grade II		••	Rs. 150—245
3. Tax Daroga, Grade III		••	Rs. 100—155
4. Tax Daroga, Grade IV		••	Rs. 75—130
5. Assistant Tax Daroga		••	Rs. 7095
6. Tax Sarkar		••	Rs. 6075
7. Assistant Tax Sarkar		• •	Rs. 4555
8. Carraige Inspector, Grade	e I		Rs. 100-155

#### Name of post Pay scales recommended 9. Carriage Inspector, Grade II Rs. 75—130 Rs. 70--95 10. Assistant Carriage Inspector 11. Warrant Officer, Grade I Re. 75-130 12. Warrant Officer, Grade II Rs. 70-95 **MEDICAL** Surgeon with M. B., B. S. Rs. 250-540 1. Assistant qualification. 2. Assistant Surgeon with L. M. P. and Rs. 150-300 equivalent qualification. 3. Pharmacists and Compounders Rs. 100-155 4. Nurses Rs. 115-195 5. Midwives Rs. 95-135 6. Dais Rs. 60-75 7. Dressers Rs. 60---75 8. Nursing Orderly Rs. 50---65 PUBLIC WORKS 1. Overseers Rs. 150-300 2. Sub-Overseers Rs. 100-155 3. Surveyors Rs. 100-155 सत्यमव जयत 4. Mechanic, Grade I Rs. 100--155 5. Mechanic, Grade II Rs. 80-120 6. Mechanic, Grade III Rs. 60-75 7. Fitters, Grade I Rs. 100-155 8. Fitters, Grade II Rs. 80-120 9. Fitters, Grade III Rs. 60-75 10. Mistries Rs. 80-120 11. Mazdoors Rs. 45-55 12. Amins Rs. 70—95 13. Cleaners Rs. 45-55 Rs. 115-160 14. Draftsman 15. Work Sarkar Rs. 60-75 16. Driver, Truck Rs. 80-120

Rs. 70—95

17. Driver, Tractor

Name of post		Pay scales recommended		
18. Carpenter, Grade I	••	Rs. 100—155		
19. Carpenter, Grade II	• •	Rs. 80—120		
20. Carpenter, Grade III	••	Rs. 70—95		
21. Carpenter, Grade IV	••	Rs. 60—75		
22. Black Smith, Grade I	••	Rs. 100—155		
23. Black Smith, Grade II	••	Rs. 80—120		
24. Black Smith, Grade III		Rs. 70—95		
25. Khalasis	••	Rs. 45-55		
26. Chainman	• •	Rs. 45—55		
27. Laskar	••	Rs. 45—55		
28. Pump Helper	į	Rs. 4555		
29. Driver		Rs. 80—120		
PUBLIC HEALT	H			
1. Jamadar	• •	Rs. 48—60		
2. Sweepers and Scavangers (Male and Fen	nale)	Rs. 45—55		
3. Pipe Mistry	••	Rs. 65—80		
4. Pipe Helper	••	Rs. 45—55		
5. Malaria Health Inspector	••	Rs. 100155		
6. Health Inspector	••	Rs. 100—155		
7. Sanitary Inspector	••	Rs. 100—155		
8. Malaria Mulia	••	Rs. 45—55		
9. Vaccinator		Rs. 7095		
EDUCATION				
1. High School Headmasters	• •	Rs. 215—385		
2. Trained Graduate teacher	• •	Rs. 150—275		
3. I. A. Trained teachers		Rs. 110—160		
4. Matric Trained teachers	••	Rs. 95—150		
5. Untrained Graduate teachers	••	Rs. 110—195		

Name of post	P	ay scales recommended	
6. Untrained I. A. teachers		Rs. 95150	
7. Untrained Matriculate teacher	• •	Rs. 75—130	
8. Trained Non-matriculate Primary Sch Teacher.	ool •	Rs. 7095	
9. Untrained Non-matriculate Primary Sch Teacher.	nool	Rs. 65—85	
10. Trained Physical Training Instructer	••	Rs. 95-150 (Matric)	
		Rs. 110-160 (Intermediate)	
		Rs. 150-275 (Graduate)	
11. Qualified Drawing Teacher	••	Rs. 110—195	
12. Head Pandits		Rs. 110—195	
13. Pandits	3	Rs. 75—130	
MISCELLANEOUS			
1. Peons	٠.	Rs. 45—55	
2. Process Server		Rs. 45—55	
3. Choukidars	}	Rs. 4555	
4. Attendants	• •	Rs. 45—55	
5. Pound Keepers and Pound Watcher	••	Rs. 45—55	
6. Park Mali	•-•	Rs. 45-55	
7. Grazier	•••	Rs. 4555	
8. Avenue Clipper	-	Rs. <b>45—55</b>	
9. Lighters	-	Rs. <b>45—55</b>	
10. Cooks	••	Rs. 45—55	
11. Daftry	•••	Rs. 48—60	
12. Treasury Sarkar or Peon and Head Peon	٠	Rs. 48—60	
13. Guard	***	Rs. 5065	
14. Gurkha Guard		Rs. 60—75	
15. Time keeper	••	Rs. 4555	
16. Daffadars and Sardars	••	Rs. 50-65	

17. Lighting Inspector	Rs. 100-155
18. Librarian (Non-Matric)	Rs. 70—95
19. Librarian (Matriculate)	Rs. 75—130
20. Cart Drivers	Rs. 45-55
21. Bullock Feeders	Rs. 45-55
22. Tank Watchers	Rs. 45-55
23. Moharir (Bill License)	Rs. 70:95

24. Compost Worker



Rs. 45-557

#### APPENDIX B

#### LIST OF SCALES OF PAY RECOMMENDED BY THE PAY COMMITTEE

- 1. Rs. 45—1—55 (10 years)
- 2. Rs. 48-1-60 (12 years)
- 3. Rs. 50—1—60—2—70 (15 years)
- 4. Rs. 50-1-55-2-65 (10 years)
- 5. Rs. 55-1-60-2-70 (10 years)
- 6. Rs. 60-1-75 (15 years)
- 7. Rs. 65-1-75-E. B. -2-77-3-80-5-85 (13 years)
- 8. Rs. 65-1-75 (10 years)
- 9. Rs. 65—1—75—E. B. 2—77—3—80 (12 years)
- 10. Rs. 70—1—75—2—95 (15 years)
- 11. Rs. 80-3-110-E. B.-3-116-4-120-5-135 (16 years)
- 12. Rs. 80-3-110-E. B.-3-116-4-120 (13 years)
- 13. Rs. 90-3-120-E. B.-5-150 (16 years)
- 14. Rs. 95-3-110-5-120-E. B.-5-135 (10 years)
- 15. Rs. 100-4-120-6-150-E. B.-6-180 (15 years)
- 16. Rs. 100-4-120-5-130-E. B.-5-155 (12 years)
- 17. Rs. 100-4-120-5-135-E. B.-6-165 (13 years)
- 18. Rs. 110-4-130-5-165-E. B.-6-195 (17 years)
- 19. Rs. 110-4-130-5-155 (10 years)
- 20. Rs. 115-5-130-6-160 (8 years)
- 21. Rs. 115-5-130-6-160-E. B.-10-180 (10 years)
- 22. Rs. 115-5-130-6-160-E. B. 10-190-15-220 (13 years)
- 23. Rs. 125-5-130-6-160-10-190 (9 years)
- 24. Rs. 125-5-130-6-160-E. B.-10-190-E. B.-15-220 (11 years)
- 25. Rs. 120-5-155-E. B.-5-160-10-220-E. B.-10-250 (17 years)
- 26. Rs. 145-5-165-6-195 (9 years)
- 27. Rs. 150—5—160—10—220—E. B.—15—265—20—325 (14 years)

56. Rs. 450-25-550 (4 years)

57. Rs. 460-35-600 (4 years)

58. Rs. 500-30-680-E.B.-40-920 (12 years)

59. Rs. 480-30-570-35-675 (6 years)

60. Rs. 620-35-690-40-850 (6 years)

61. Rs; 700-40-860 (4 years)



#### APPENDIX C

## LIST OF PAY SCALES RECOMMENDED BY THE COMMITTEE FOR EMPLOYEES OF THE EDUCATIONAL AIDED INSTITUTIONS

- 1. Rs. 45-1-55 (10 years)
- 2. Rs. 48-1-60 (12 years)
- 3. Rs. 50-1-55-2-65 (10 years)
- 4. Rs. 65—1—75—E. B.—2—77—3—80—5—85 (13 years)
- 5. Rs. 70—1—75—2—95 (15 years)
- 6. Rs. 75-2-77-3-80-3-110-E. B.-3-116-4-120-5-130 (17 years)
- 7. Rs. 80—3—110—E. B.—3—116—4—120 (13 years)
- 8. Rs. 95-3-110-5-120-E. B.-5-150 (13 years)
- 9. Rs. 100-4-120-5-130-E. B.-5-155 (12 years)
- 10. Rs. 110-4-130-5-160 (11 years)
- 11. Rs. 110 -4-130-5-175 (14 years)
- 12. Rs. 110-4-130-5-165-E. B.-6-195 (17 years)
- 13. Rs. 120-5-130-6-160 -E. B.-10-190-E. B.-15-220 (12 years)
- 14. Rs. 125-5-155-E. B.-5-160-10-220-E. B.-10-250 (16 years)
- 15. Rs. 150-5-160-10-200-E. B.-10-230-15-275 (12 years)
- 16. Rs. 215—10—285—E. B.—15—345—20—385 (13 years)
- 17. Rs. 235—15—325—E. B.—20—425 (11 years)
- 18. Rs. 245—15—320—E. B.—20—440—E. B.—25—540 (15 years)
- 19. Rs. 260-15-320-20-420-E. B,-30-540 (13 years)

#### APPENDIX D

## LIST OF SCALES OF PAY RECOMMENDED FOR EMPLOYEES OF THE LOCAL BODIES

- 1. Rs. 45--1-55 (10 years)
- 2. Rs. 48-1-60 (12 years)
- 3. Rs. 50-1-55-2-65 (10 years)
- 4. Rs. 60-1-75 (15 years)
- 5. Rs. 65-1-75-E. B.-2-77-3-80 (12 years)
- 6. Rs. 65—1—75—E. B.—2—77—3—80—5—85 (13 years)
- 7. Rs. 70—1—75—2—95 (15 years)
- 8. Rs. 80-3-110-E. B.-3-116-4-120 (13 years)
- 9. Rs. 75—2—77—3—80—3—110—E. B.—3—116—4—120—5—130 (17 years)
- 10. Rs. 95-3-110-5-120-E. B.-5-135 (10 years)
- 11. Rs. 95-3-110-5-120-E. B. -5-150 (13 years)
- 12. Rs. 90-3-120-E. B.-5-145 (15 years)
- 13. Rs. 100-4-120-5-130-E. B. -5-155 (12 years)
- 14. Rs. 110-4-130-5-160 (11 years)
- 15. Rs. 115-5-130-6-160 (8 years)
- 16. Rs. 110-4-130-5-175 (14 years)
- 17. Rs. 110 -4-130-5-165-E. B.-6-195 (17 years)
- 18. Rs. 115-5-165-E. B.-6-195 (15 years)
- 19. Rs. 150 -5-160-10-230-E. B. 15-245 (10 years)
- 20. Rs. 150-5-175 (5 years)
- 21. Rs. 125-5-130-6-160-E, B.-10-210-15-225 (12 years)
- 22. Rs. 150-5-160-10-200-E. B.-10-230-15-260 (11 years)
- 23. Rs. 150-5-160-10-200-E. B.-10-230-15-275 (12 years)
- 24. Rs. 175—10—215—15—275 (8 years)
- 25. Rs. 150—5—160—10—200—E. B.—10—220—15—280— E. B.—20 300 (13 years.)
- 26. Rs. 215—10—285—E. B.—15—345—20—385 (13 years)
- 27. Rs. 250—15—295—20—375—E. B,—25—450—30—540 (13 years)



#### ANNEXURE A

#### RESOLUTION No. 4869-F.

#### The 22nd February 1961

The Service Associations of Ministerial and Class IV employees have been representing that the State Government should set up a Pay Committee to review and revise their scales of pay, allowances, etc., in view of the increased cost of living. Members of the Orissa Legislative Assembly have also evinced interest in the subject. Government announced that a decision would be taken on the matter after they have had an opportunity to study the recommendations of the Central Pay Commission. Accordingly, Government have after careful consideration decided to appoint a Committee consisting of the following:—

Shri R. Sarangi, 1.A.s., Revenue Divisional Commissioner, Chairman Northern Division.

Shri R. C. Das, I.P.S., Inspector-General of Police .. Member Shri Somnath Nanda, I.A.S.. Additional Secretary to Government, Finance Department.

Shri Gian Chand, I.A.s., District Magistrate, Cuttack

Me m b e rSecretary.

Of these Members, Shri Sarangi, Shri Das and Shri Gian Chand will be whole-time members and Shri Nanda will be a member in addition to his present duties.

- 2. The terms of reference of the Committee will be as follows:
  - (1) To enquire into and make recommendations regarding the existing structure of pay scales of various categories of State Government employees the minimum of whose scale is Rs. 250 or less.
  - (2) To consider the impact of its recommendations on the employees of local bodies and recommend a complementary structure of scales of pay for them.
  - (3) To review and suggest necessary changes in existing service conditions with particulars reference to leave, retirement benefits and other compensatory concessions.
  - (4) To recommend in particular the amenities and facilities that may be extended to various categories of State Government employees either in addition to or in lieu of existing modes of remuneration.
- 3. In making its recommendations, the Committee shall take into account—
- (a) The recommendations of the Central Pay Commission and the decisions of the Central Government thereon.
- (b) The decisions of the State Government on the Report of the Technical Pay Committee.
- (c) The resources at the disposal of the State Government and the demands that would be made thereon for implementing the Second and Third Five-year Plans.
- 4. The Committee will devise suitable procedure for examining witnesses and receive representations from the general public and recognised Associations of Public Servants.
- 5. Government desire that the Committee should commence work as soon as possible and submit its recommendations by November 1960.

#### ANNEXURE A-(i)

D. O. No. PC.—47/60-36359/F., dated the 13th December 1960, from the Government of Orissa, Finance Department

Please refer to Finance Department Resolution No. 4869-F., dated the 22nd February 1960 in which the Pay Committee was constituted. According to the terms of reference contained therein, the Pay Committee was to enquire into and make recommendations among other things regarding the existing structure of pay scales of various categories of State Government employees, the minimum of whose scale is Rs. 250 or less and also to consider the impact of its recommendations on the employees of Local Bodies and recommend a complementary structure of scales for them.

Government feel that the recommendations would not be complete without the Committee going into the question of scales of pay of the employees of Aided Educational Institutions. I am, therefore, to request that the Committee may kindly include within its terms of reference the scales of pay of employees of the Aided Educational Institutions also and accordingly give its recommendations to Government.



#### ANNEXURE B

No. 2 P. C.-2/60-F.,

To

The Secretary to the Government of Orissa.

Political and Services Department

Planning and Co-ordination Department

Home Department

Finance Department

Revenue Department

Excise Department

Education Department

Health Department

L. S.-G. Department

Development Department

Industries Department

Mining and Geology Department

Commerce Department

Labour Department

Law Department

Works Department

Transport Department

Supply Department

T. and R. W. Department

Relief and Rehabilitation Department

Bhubaneswar, the 31st March 1960

SIR.

सत्यमव जयन You are aware that the State Government have constituted a Committee to-

- (i) engire into and make recommendations regarding the existing structure of pay scales of various categories of State Government employees, the minimum of whose scale is Rs. 250 or less;
- (ii) consider the impact of its recommendations on the employees of Local Bodies and recommend a complementary structure of scales of pay for them;
- (iii) review and suggest necessary changes in existing service conditions with particular reference to leave, retirement benefits and other compensatory concessions;
- (iv) recommend in particular the amenities and facilities that may be extended to various categories of State Government employees either in addition to or in lieu of existing modes of remuneration.
- 2. The Committee have started their deliberation and in connection with their enquiry they require a large variety of factual details, such as various categories of posts, number of posts, nature of duties attached to various posts. basis on which the posts have been sanctioned, scales of pay, present monthly cost relating to pay, personal pay, special pay and allowances as on the 31st

December 1959, method of recruitments, qualifications prescribed, etc., in respect of regular employees of the Government as well as staff under Work-Charged Establishment and Contingent paid staff. Accordingly I am to enclose two proformas—one for the regular employees of the Government and the other for Work-Charged Establishment and Contingent paid staff and request that factual information as per the proforma may be furnished in duplicate, at a very early date, but in no case later than the 1st May 1960. As the time at the disposal of the Committee is short, I am sure you will take all possible steps to ensure that the information reaches the committee by the date indicated above. To facilitate collection of information within the time indicated above, copies of this letter and pro forma are being sent to the Heads of Departments and District Head of each Department direct with request to send the requisite information pertaining to their offices and officers under their administrative control in the proforma to their concerned administrative Department sufficiently ahead of the time-limit prescribed so that the latter can furnish the information required by the 1st May 1960.

- 3. While filling up the pro forma it is requested that special attention may please be given to the following:—
  - (i) Information may please be furnished in separate sheets for each class of service, viz., Class I, Class II, Class III and Class IV.
  - (ii) If the requisite information to be furnished in any particular case cannot be accommodated in the space in the relevant columns of the pro forma separate sheets may be used and attached to the pro forma after indicating in the relevant column (vide separate sheets).
  - (iii) All information in the pro forma should be given as it stood on the 31st December 1959.

The receipt of this letter may please be acknowledged.

Memo, No. 3-P. C.

Dated, the 31st March 1960

Copy with a copy of the pro forma forwarded to all Heads of Departments/all District Magistrates and Sessions Judges/all Superintendents of Excise/all Civil Surgeons/all District Health Officers/all Divisional Forest Officers/District Veterinary Officers/all District Fishery Officers/all Civil Supplies Officers/all District Sub-Registrar/all Commercial Tax Officers/District Public Relations Officer/all Superintendents of Districts Jails/all Superintendents of Police/all Inspectors of Schools/all District Agricultural Officers/all District Statistical Officers/all District Fire Officers/all Executive Engineers/all District Welfare Officers/all District Industrial Officers for information.

They are requested to furnish the required information as in the enclosed pro forma to the Administrative Departments and Heads of Departments respectively sufficiently ahead so that the latter can furnish the required information by the 1st May 1960.

They are further requested to send a copy of their information furnished as per *pro forma* to their Administrative Departments, Heads of Departments, to the Member-Secretary, Pay Committee, Finance Department in advance for information of the Pay Committee.

#### PRO FORMA

- 1. Serial number
- 2. Name of posts
- 3. Nature of duties (Administrative Technical, Ministerial, Executive, Teaching, Research, etc.)
- 4. On what basis the post is sanctioned whether on the basis of any yard-stick prescribed by Government and if so, please state the yard-stick prescribed.
- 5. Sanctioned scale of pay
- 6. Number of posts

#### Permanent

- (a) Duty posts
- (b) Leave reserve posts
- (c) Training and deputation reserve posts.

Total (a), (b) and (c)

#### Temperary

- (a) Less than three years
- (b) Three years or more than three but less than five years.
- (c) Five years or more

Total (a), (b) and (c)

Total of temporary and permanent posts

- 7. Present monthly cost as on the 31st December 1959—
  - (a) Pay

Special pay

Rate

- (b) Amount
- (c) Personal pay
- (d) Dearness allowance

Any other allowance

Name of the allowance

Rate

(e) Amount

Total (a), (b), (c), (d) and (e)

- 8. Brief reasons for grant of special pay personal pay or any other allowances excluding dearness allowance.
- 9. Methods, qualification and age for direct recruitment and percentage of recruitment by promotion.
- 10. Difficulties, if any connected with filling up of the post or posts. In this onnection it may please be stated if any particular post has been lying vacant for a considerable period and if so, for what reasons.
- Promotion outlets and principles of promotion.
- Recommendation if any for revision of scales of pay and dearness allowance and reasons therefor.
- 13. Recommendation for revision or discontinuance of special pay or any other allowances and the reasons therefor.
- 14. Housing facilities—

Whether the incumbent has been provided with rent-free house or house rent allowance in lieu thereof.

Whether the incumbent has been provided with Government quarters.

Whether the incumbent has been provided with private house requisitioned by Government.

Whether the incumbent has his own house

Whether the incumbent is living in private house hired by himself.

- 15. Recommendation if any regarding provision of housing facilities.
- 16. Remarks

## PRO FORMA FOR WORK CHARGED ESTABLISHMENT OR CONTINGENT PAID STAFF

- 1. Serial number
- 2. Name of posts
- 3. Nature of duties
- 4. On what basis the post is sanctioned whether on the basis of any yard-stick prescribed by Government and if so, please state the yard-stick prescribed.

- 5. Sanctioned scale of pay
- 6. Number of posts
  - (a) 5 years or less
  - (b) 5 years to 10 years
  - (c) 10 years to 15 years
  - (d) 15 years to 20 years
  - (e) 20 years and above

Total (a), (b), (c), (d) and (e).

- 7. Present monthly cost as on the 31st December 1959.
  - (a) Pay

Special pay

Rate

- (b) Amount
- (c) Personal pay
- (d) Dearness allowance

Any other allowance

Name of the allowance

Rate

(e) Amount

Total (a), (b), (c), (d) and (e)

- 8. Brief reasons for grant of special pay, personal pay or any other allowances excluding dearness allowance.
- 9. Methods, qualification and age for direct recruitment and percentage of recruitment by promotion.
- 10. Difficulties if any connected with filling up of the post or posts. In this connection it may please be stated if any particular post has been laying vacant for a considerable period and if so, for what reasons.
- Promotion outlets and principles of promotions.
- Recommendation if any for revision of scales of pay and dearness allowance and reasons therefor.
- Recommendation for revision or discontinuance of special pay or any other allowance and the reasons therefor.

#### 14. Housing facilities

Whether the incumbent has been provided with rent-free house or house rent allowance in lieu thereof.

Whether the incumbent has been provided with Government quarters.

Whether the incumbent has been provided with private house requisitioned by Government.

Whether the incumbent has his own house.

Whether the incumbent is living in private house hired by himself.

15. Recommendation if any regarding provision of housing facilities.





#### ANNEXURE C

No. 11-P.C.

#### The 4th April 1960

To

# THE SECRETARIES TO GOVERNMENT OF ORISSA OF ALL DEPARTMENTS, HEADS OF DEPARTMENTS AND DISTRICT HEADS OF DEPARTMENTS

Sir,

In continuation of this Office letter No. 2-PC., dated 31st March 1960 in which you have been requested to furnish certain factual information regarding pay scales, various allowances and housing facilities, etc., enjoyed by employees of State Government and Work-charged and contingent paid staff I am to request you to furnish information and views on the following points regarding service conditions of the staff working in your Department/Office and Offices subordinate to you—

- (a) Working hours—(1) State the working hours prescribed in your Department/Office? Would you like any change to be introduced in this regard?
- (b) Over-time allowance—(2) Whether any over-time allowance (out of pocket expense) is being allowed or not in your Department/Office? If so, state the amount, the categories of staff to whom and the circumstances and Government orders and rules under which it is being allowed.
- (3) State the amount of honorarium allowed to the various categories of staff in your Department/Office for the last three years annually. The circumstances under which the honorarium has been allowed may kindly be stated.
- (c) Leave—(4) Do the staff in your Department/Office avail themselves of the full amount of casual leave and special casual leave admissible at present or are there any categories of staff who do not avail themselves of the full casual leave admissible under the rule?
- (5) Casual leave can be granted only for certain specified purposes. Is casual leave being allowed to the staff in your Department/Office always for their specified purposes only or are there any deviations?
- (6) Are there any cases where casual leave has been refused? If so, state the number of such cases annually for the last three years.
- (7) Do the staff in your Department/Office avail themselves of earned leave due to them fully? Is the leave allowed to lapse in a large number of cases by various categories of staff in your Department/Office?
- (8) Are the staff in your Department/Office being paid leave salary without delay? If not state the period of longest delay which has occurred in this regard.
- (9) Are the staff working in your Department/Office being given any concession by payment of travelling expenses etc., for going on leave? If so, state the nature and extent of the concession and the rules or Government orders under which it is being given. In this connection it may be stated if there is any particular categories of staff who are allowed such concession, while proceeding on casual leave even. If so, state the extent and the rule or Government order which this is being allowed.

#### (d) Medical Facilities-

- (10) Please give the total amount of annual expenditure incurred on the various categories of staff in your Department/Office for reimbursement of medical expenses for the last three years ending the 31st October 1959. If possible, separate figures for Class I, Class II, Class III and Class IV staff may be given.
- (11) With effect from 1st November 1959 the State Government have introduced the scheme of supply of medicines from the Government stock to the Government employees entitled to free medical facilities and the system of reimbursement of medical expenses has been abandoned. Do you consider this system an improvement on the previous system of reimbursement of medical expenses? If so in what respects? If not, state the difficulties which have arisen in actual practice. Suggestions, if any, to improve the system may be given.

#### (e) Uniforms and Protective Clothings-

- (12) State the categories of staff in your Department/Office who are given uniforms and protective clothings at Government expense?
- (13) State the total annual expenditure incurred on the staff in your Department/Office for their uniforms and protective clothings during the last three years.

In this connection it may be stated if you would like any category of staff to be given uniforms and protective clothings, who are not entitled to these at present.

(14) Are the staff who are being given uniforms and protective clothings at Government expenses in your Department/Office being allowed washing charges? If so, at what rates? Would you like the benefit of facility of payment of washing charges to be extended to any other categories of staff?

#### (f) Working Facilities—

- (15) What is the total floor space available for office accommodation in your Department/Office.
- (16) What is the floor space available per head of the staff working in your Department/Office?
- (17) Is there sufficient accommodation for the permanent posts of gazetted officers in your Department/Office?
  - (18) Is the office well ventilated and well lighted?
- (19) What is the position in regard to office furniture? Please state whether there is any shortage or not.
- (20) What is the Book allotment or stationery articles for your office? Is it sufficient or not? If not, suggest suitable increase. In this connection state the annual amount of local purchases made during the last three years.

#### (g) Educational Facilities—

- (21) Are any categories of staff working in your Department/Office allowed any educational facilities? If so, state the nature and extent of such facilities and the rules or Government order under which they are being given.
- 2. It is requested that the matter may be given your immediate attention and necessary information and views sent to this office by the 25th May 1960.

Yours faithfully GIAN CHAND Member-Secretary

#### ANNEXURE D

Most Immediate

#### GOVERNMENT OF ORISSA

FINANCE DEPARTMENT

(Office of the Pay Committee)
No. 1—P. C.3/60-F.

PROM

SHRI GIAN CHAND, I.A.S. MEMBER-SECRETARY

To

THE CHAIRMAN OF THE MUNICIPALITIES, DISTRICT BOARDS/SPECIAL OFFICERS, DISTRICT BOARDS/EXECUTIVE OFFICERS, MUNICIPALITIES AND NOTIFIED AREA COUNCILS.

Bhubaneswar, the 31st March 1960

SIR,

As you are aware the State Government has appointed a Pay Committee to-

(i) enquire into and make recommendations regarding the existing structure of pay scales of various categories of State Government employees, the minimum of whose scale is Rs. 250 or less;

(ii) consider the impact of its recommendations on the employees of local Bodies and recommend a complementary structure of scale of pay for

them

(iii) review and suggest necessary changes in existing service conditions with particular reference to leave, retirement benefits and other compensatory concessions;

(iv) recommend in particular the amenities and facilities that may be extended to various categories of State Government employees either

in addition to or in lieu of existing modes of remuneration.

In connection with the enquiry of the Pay Committee I am desired to request that the following may kindly be furnished to the Pay Committee:—

- (a) A memorandum explaining the pay structure, allowances and general conditions of services including Leave Rules, retirement benefits, working hours, amenities such as housing, educational and medical facilities, etc. of the employees of the Municipalities, District Boards and the Notified Area Councils. If any of the allowances will not be payable to or the general conditions are not applicable to any class of employees under you, the exceptions and the reasons therefor may be mentioned. Similarly special allowances or amenities granted to a particular class of employees, only if any and the nature and quantum and justification for such allowances, etc., being limited to certain classes of employees only may kindly be explained.
- (b) Factual information as on the 31st December 1959 in regard to various posts under the District Boards, Municipalities and the Notified Area Councils as per pro forma enclosed may be supplied.

It is requested that the memorandum referred to in (a) above may be furnished so as to reach the Committee not later than the 15th April and the factual information not later than the 1st May 1960.

Receipt of this letter may kindly be acknowledged.

Yours faithfully GIAN CHAND Member-Secretary

#### PRO FORMA

- 1. Serial number
- 2. Name of posts
- 3. Nature of duties (Administrative, Technical, Ministerial, Executive, Teaching, Research, etc.).
- 4. On what basis the post is sanctioned whether on the basis of any yard-stick prescribed by Government and, if so, please state the yard-stick prescribed.
- 5. Sanctioned scale of pay
- 6. Number of posts

#### Permanent-

- (a) Duty posts
- (b) Leave reserve posts
- (c) Training and deputation reserve posts

#### Total—(a) (b) and (c)

#### Temporary—

- (a) Less than three years
- (b) Three years or more than three but less than 5 years.
- (c) Five years or more

Total—(a) (b) and (c)

Total of temporary and permanent posts

- 7. Present monthly cost as on the 31st December 1959.
  - (a) Pay
  - (i) Special pay
  - (ii) Rate
  - (b) Amount
  - (c) Personal pay
  - (d) Dearness allowance
  - (e) Any other allowance.
  - (i) Name of the allowance
  - (ii) Rate
  - (iii) Amount

Total—(a), (b) (c), (d) and (e)

- 8. Brief reasons for grant of special pay or any other allowances excluding dearness allowance.
- Methods, qualification and age for direct recruitment and percentage of recruitment by promotion.
- 10. Difficulties, if any, connected with filling up of the post or posts. In this connection it may please be stated if any particular post has been lying vacant for a considerable period and, if so, for what reasons.
- Promotion outlets and principles of promotion.
- Recommendation, if any, for revision of scales of pay and dearness allowance and reasons therefor.
- 13. Recommendation for revision or discontinuance of special pay or any other allowances and the reasons therefor.
- 14. Housing facilities—
  - Whether the incumbent has been provided with rent-free house or houserent allowance in lieu thereof;
  - Whether the incumbent has been provided with quarters owned by local bodies;
  - Whether the incumbent has been provided with private house requisitioned by competent authorities of the local bodies.
  - Whether the incumbent has his own house,
  - Whether the incumbent is living in private house hired by himself.
- 15. Recommendation, if any regarding provision of housing facilities.
- 16. Remarks.

#### ANNEXURE E

#### GOVERNMENT OF ORISSA

# FINANCE DEPARTMENT (OFFICE OF THE PAY COMMITTEE)

#### PRESS NOTE

#### The 3rd May 1960

No. 125-PC.—In continuation of the Press Note issued on the 21st March 1960 calling for the views of various Service Associations, Organisations and individuals on various matters covered by its terms of reference, the Orissa Pay Committee, has decided that the following questionnaire should be issued to all Service Associations, Organisations and individuals to elicit public opinion thereon. It is requested that the replies to the questionnaire may please be sent to the Member-Secretary of the Committee so as to reach him by the 7th June 1960. Anybody who is not interested in all the questions may furnish his reply only to those questions in which one is interested.

#### **QUESTIONNAIRE**

#### 1. Structure of Pay Scales—

- (a) General principles of pay fixation and pay structure
- (1) What principles would you suggest for fixing the scales of pay of various categories of Government servants?
  - (2) Different principles suggested from time to time are:
    - (a) that the Government should be a model employer,
    - (b) that Government should pay what is necessary to recruit and retain an efficient service,
    - (c) that the primary principle should be fair in comparison with the current remuneration of persons employed on broadly comparable work outside the Civil Service, taking into account differences in conditions of service, such as security of tenure, prospects of promotion and retirement benefits.

Do you consider any of these principles to be wholly or partly applicable in determination of pay scales of Government employees?

- (3) Do you consider the structure of the present scales of pay of the State Government employees, minimum of whose scales of pay is Rs. 250 or less to be adequate and satisfactory? If not, why not?
- (4) Would you suggest separate principles for fixation of pay of Government employees working in commercial and industrial concerns of Government? If so, please state the principles which you would like to be applied to these employees.
- (5) Should differentials in pay be based primarily on elements such as education, training and skill required in, and responsibility attached to different positions, grades and services?

Should not importance be attached also to elements such as fatigue, hazards, unpleasantness, secrecy, etc., associated with an employment?

- (6) Should differentials be used also to serve broad man-power policies, for instance, should the scale of pay for Scientific and Technological posts be comparatively higher than those of other posts with a view to divert larger proportion of talented young persons to Scientific and Technological courses?
- (7) Do you think that there have been changes in the relative values of different professions or occupations outside Government Service, or in the context of changed economic conditions, which should be, but are not at present reflected in the relative remuneration of different classes of employees?
- (8) Do you agree that there should be uniformity in payment of similar kinds of work as between different departments and different sections of the same department? If so, please point out instances, if any, where this uniformity does not at present exist. Please also offer concrete suggestions in this connection.
- (9) Do you consider, that as far as possible, there should be no disparity in pay between employees of different categories of the Central Government and the State Government doing the same kind of work and working in offices located in the same place?
- (10) Do you consider that the structure and the scale of remuneration in the State Services should have parity with the structure and scales of remuneration in the other States? If so, which State or States, please give reasons for your answer.
- (11) Should pay of the State Government employees be fixed wholly in accordance with some social ideals or should it be fixed on principles of supply and demand? Or should there be a compromise between two principles? If so, to what extent?
- (12) Should an attempt be made to remodel the structure of pay scales of the State Government employees with a view to reduce economic inequalities, or should pay scales be fixed within the existing socio economic frame-work and State should take separate steps to reduce economic inequalities.

#### (b) Minimum Remuneration—

- (1) Do you think that there should be a minimum limit for the remuneration of whole-time Government servant? If so, on what consideration should this minimum be fixed? Please indicate the minimum remuneration, if any, that you consider reasonable under conditions obtaining in Orissa.
- (2) It has been urged by some of the Employees' Associations in the State that the minimum remuneration of State Government employees should be fixed in a manner so as to satisfy certain minimum needs and remuneration so determined should serve as the basis for constructing the entire structure of pay scales. Would you support this demand of Service Associations keeping in view the desirability of ensuring minimum living standard to State Government employees on one hand and the need for promoting economic development and employment on the other?

#### (c) Working of the Time-scales-

- (1) What is your opinion about the results of the working of the time-scales? Do they secure adequate rewards for merit and provide incentive for efficiency?
- (2) As a result of the recommendations of the last Provincial Pay Committee the number of time-scales was fixed at 65. But it has again increased during the past few years and stands at present at 83. Do you think that the increase is justified or would you recommend any reduction in the number ?

- (3) What do you think should be the length of time-scales? Are the present lengths satisfactory in every case? Should long scales be split into two or more short scales so that opportunities to pass on from one scale to the next higher scale by promotion may provide for incentive for good work?
- (4) Would you recommend in case of time-scales smaller increments in the beginning and higher increments towards the end or vice versa?
- (5) What principle would you suggest for fixing pay of the Government servants on promotion to a higher scale of pay? Would you recommend a minimum increase invariably in order to ensure adequate reward for shouldering higher responsibilities?

#### (d) Dearness allowance—

- (1) What is the cost of fiving level with reference to which the basic salaries should now be determined, considering the movement of prices and the economic trends?
- (2) If a dearness allowance has to be paid so long as the cost of living remains significantly above the level with reference to which the basic salaries are fixed, should the allowance be varied automatically in accordance with changes in the cost of living figures? Or should variations be made on a consideration of all the circumstances prevailing at the time?
- (3) Should the rate of increase in the dearness allowance be such as to neutralize the increased cost of living? It has been suggested by some of the service associations that the rate should be a tapering one effecting full neutralization in the lower pay ranges and a diminishing rate of neutralization as the pay increases. What is your opinion?
- (4) Can you suggest the level of pay up to which neutralization should be allowed, the degrees by which the dearness allowance should decrease, and the level of salary at which it should cease?
- (5) At what intervals, and for what duration and magnitude of fluctuation in the cost of living should the dearness allowance be revised?
- (6) Would you recommend Government undertaking to supply their employees in the low pay ranges essential consumers' requirements such as food, clothing, etc., at a fixed rate or at subsidised rates in order to counteract the effect of rise in prices on the pay of the Government servants?

Do you think such a sy  $^{\circ}$  m, if adopted, will be feasible and not dominated by any abusive practices ?

- (7) Do you think the State Government should pay dearness allowance to its employees at the same rate as allowed by the Central Government to its employees? Please state reasons for your view.
- (8) What are the trends of wages during the last 5 years in the private, industrial and commercial sectors? Have they broadly kept pace with the rise in cost of living?
- (9) Would you recommend merger of any portion of the existing dearness allowance rates with the pay of the State Government employees? If so, what portion and in case of what categories of Government servants?

### (e) General-

- (1) What do you think would be the effect of pay rise, if any, on the State's Third Five-Year Plan? Would it increase cost of the Plan and reduce employment opportunities?
- (2) What portion of the total development expenditure in your opinion should be expended on the pay and allowances of Government servants engaged in execution and supervision etc., of development plans?
- (3) What is the effect of pay rises in conditions of inflationary pressure on the price trends? Would they in the present day condition accentuate the inflationary pressure? If so, would you consider it desirable to allow any rise?
- (4) Would you recommend a policy of freezing or holding down the pay scales of Government employees while insisting upon long working hours in view of the urgent need for accelerating the pace of economic development in view of underdeveloped state of economy of our State?
- (5) Since there has been careful calculation of resources for both plan and non-plan expenditure, any increase in pay scales of Government servants is bound to create difficulties regarding finances needed for giving effect to such increase. Can you suggest any specific source which can be tapped for the purpose by the State Government? Or do you think it is feasible to effect economy in any sphere of Government expenditure without sacrificing efficiency? If so, please make concrete suggestions.

### II. CONDITIONS OF SERVICE

### (a) General Principles—

- (1) What should be the principles according to which conditions of services of State Government employees should be determined?
- (2) Would you recommend different conditions of service for different classes of Government servants? Or, would you recommend complete uniformity in such conditions of service?

### (b) Retirement benefits—

- (1) At present age of retirement in case of Class I, Class III Government Servants is 55 years and in case of Class IV Government servants 60 years. Would you suggest any change in the age of retirement of State Government employees generally or any section of it? If so, what are your suggestions?
  - (2) Under the existing rules pension contains two elements:—
    - (a) recurring payment, and
    - (b) lump-sum payment called Death-cum-Retirement Gratuity which is calculated with reference to the length of "qualifying service" and in case of death after five years of qualifying service the family is eligible for a gratuity which is subject to minimum of 12 times emoluments and if death occurs after 25 years of qualifying service the family is also eligible for a pension for a period not exceeding

five years which is subject to a maximum of Rs. 150 per month. Do you consider any changes are necessary in the existing scheme of pensionary benefit including the rate of pension, gratuity, family pension qualifying service for pension and calculation of average emoluments which count towards pension? If so, please give your concrete suggestions.

- (3) Are there any section of State Government employees who should have the benefits of Contributory Provident Fund in lieu of pension? Should specialists who enter Government service late, have this benefit? Or should the "qualifying" period for earning full pension be shorter for them?
- (4) At present some of the Ex-State employees are enjoying the benefit of Contributory Provident Fund as a result of the option exercised by them. Representations have been received from some of them that they should be allowed some of the benefits of the Pension Scheme, viz., Death-cum Retirement Gratuity and Family Pension. Do you consider this demand justified? If so, please give your reasons.
- (5) Do you think that a scheme of compulsory insurance for all Government employees is desirable? If so, what scheme of insurance would you suggest?
- (6) Do you consider that the premium of such insurance scheme should be paid by Government in full or partly by Government and partly by employees? In the latter case what ratio would you suggest?
- (7) Do you think it desirable to reduce the rate of existing pension if compulsory insurance scheme has to be introduced in order to minimise the additional expenditure of Government on account of the payment of premium? If not, what alternative method would you suggest for the purpose?
- (8) Do you think that it is necessary to protect the pension allowed by State Government to its employees on retirement against the effects of rise in prices by grant of dearness allowance? If so, please give your concrete suggestions indicating the extent of dearness allowance and the categories of pensioners to which such dearness allowance should be granted?
- (c) Leave—(1) State Government employees are eligible for various kinds of regular leave on full pay, average pay and half-pay with regard to period spent on duty, leave not due and extraordinary leave without pay. Do you consider the present leave terms adequate? If not, what changes would you suggest?
- (d) Working hours, Holidays, security of tenure, promotion prospects etc.—
  (1) Have you any suggestion to make regarding working hours, number of holidays, overtime duties by Government servants and compensation for such duties?
- (2) What is your opinion about the suitability of the existing provision regarding disciplinary matters? If you consider any changes necessary, please mention them.
- (3) Have you any suggestion to make regarding the scope of promotion from one grade to other and from one service to the other? If so, please mention that.

- (4) Do you think that there are adequate and equal avenues of promotion for all categories of Government servants? If not, point out specific instances and then give concrete suggestions to remedy the situation.
- (5) In services, where there is direct recruitment as well as promotion, what proportion of vacancies would you like to be allotted for direct recruitment and for promotion?
- (6) Do you consider the present rate of travelling allowance allowed for various purposes by the State Government to various categories of Government employees adequate? If not, what alteration would you suggest?
- (7) Do you think that Government servants enjoy adequate security of tenure under the existing rules or would you like to suggest any changes in order to safeguard the security of tenure, which is one of the greatest attraction to Government Servants?

Would you in this connection recommend that no post should be allowed to remain temporary beyond a specific period? If so, what should be that period?

- (8) Have you any observations to make regarding the state of efficiency and moral in public service under the State Government and any concrete suggestion to offer for their improvements?
- (9) Are any features of the existing conditions of service prove a harmful to efficiency and morale?

### III. FACILITIES AND AMENITIES

- (1) Government provide residential accommodation to some of their employees according to availability and have not accepted so far the general responsibility of providing residential accommodation to all the employees. Do you consider any change in the existing policy is necessary and if so, what? In particular, please state if you would suggest that in the matter of providing residential accommodation Government should give preference to their low paid employees?
- (2) At present those employees who are provided with residential accommodation by Government are being charged rent at the rate of 10 per cent in case the pay drawn is more than Rs. 125 and 5 per cent of their pay in case the pay drawn is Rs. 125 or less but above Rs. 30 and no rent is charged in case the pay drawn is Rs. 30 or less. Would you suggest any changes in the above policy? If so, what?
- (3) Would you suggest that in cases, where Government have not been able to provide accommodation to some of their employees, such of the employees who have not been provided with accommodation should be given house rent allowance in order not to put them at a disadvantage as compared with their compeers in service, who are provided with accommodation?
- (4) What is your opinion about the adequacy of medical facilities at present given by the State Government to its employees? Do you consider that the existing rules and the procedure laid down for grant of medical facilities are satisfactory and that employees are able to avail themselves of the facilities easily? If not, what modification would you suggest?
- (5) Should Government provide any special facilities for school education for the children of their employees? If so, what?
- (6) Would you suggest that State Government should give subsidised meals during working hours to their employees?
- (7) Have you any other suggestions to make regarding provision of any other facilities or amenities to State Government employees? If so, please state them.

### IV. STRUCTURE OF PAY SCALES AND CONDITIONS OF SERVICE OF EMPLOYEES OF LOCAL BODIES

- (1) What should be the model scales of pay for the principal categories of the employees of the Local Bodies?
- (2) Do you consider that the structure and the scales of remuneration of the employees of the local bodies should have parity with the structure and the scale of remuneration of the employees of the State Government? If so, why so? If not, why not?
- (3) Do you regard the work of the Local Bodies employees involving less responsibility and would you recommend continuation of lower scale of pay for the Local Bodies employees?
- (4) Should the leave and retirement benefits for the employees of the Local Bodies including teachers differ in any way from those applicable to similar services under Government? If so, in what respects?
- (5) Do you think that a stage has been reached to give the employees of the Grama Panchayats benefits of regular scales of pay and other benefits allowed to employees of other Local Bodies? Or would you like the matter to be deferred till such time as the Grama Panchayats are able to develop their resources adequately?

सत्यमव जयत

GIAN CHAND

Member-Secretary, Orissa Pay Committee

### ANNEXURE F

List of Service Associations and Individuals who replied to the questionnaire

- 1. Shri S. K. Acharya, I. A. S., Collector, Boudh-Phulbani
- 2. Shri C. Venkantaramani, I. A. S., Collector, Ganjam
- 3. Shri Balamukunda Das, M. A., Executive Officer, Berhampur Municipality.
- 4. Shri G. C. Mallik, M. A., B. L., O. A. S., Special Officer, District Board, Sambalpur.
- 5. Shri G. N. Mitra, M. SC., F. A. Z., Director of Fisheries, Orissa
- 6. Shri J. K. Mishra, A. O.-Cum-U.-S., Finance Department, Cuttack
- 7. Shri P. Pani, B. com., O. A. S., Executive Officer, Notified Area Council Nawarangpur.
- 8. The Executive Officer, Deogarh Municipality, Deogarh
- 9. Shrimati Anang Manjari Devi, M. L. A. (Congress), Digapahandi Constituency, Ananda Bhabana, Berhampur, district Ganjam.
- 10. Shri R. K. Das, Honorary Secretary, Orissa Secretariat and Heads of Departments, Low Paid Government Servants Association, Bhubaneswar.
- 11. Special Officer of the District Board, Cuttack
- 12. Shri Srinibas Pattnayak, Head Warder, Judicial Lock-up, Ranpur
- 13. Shri S. N. Mishra, I. A. S., Deputy Commissioner, Sambalpur
- 14. Shri D. N. Das, M. A., O. F. S., Commissioner of Commercial Taxes, Orissa, Cuttack.
- 15. Shri Chakradhar Mohapatra, Formerly President of the Orissa Ministerial Officers' Federation and Judicial Superintendent of the Orissa High Court, Muhammadia Bazar, Post Cuttack.
- 16. Shri R. K. Dash, General Secretary, Orissa Police Association, Cuttack-1, Cuttack.
- 17. Chairman, Keonjhar Municipality, Keonjhar
- 18. Shri M. M. Mohanty, O. A. S., Special Officer, Balasore District Board, Balasore.
- 19. Secretary, Orissa Federation of Ministerial Officers Associations, Bhubaneswar.
- 20. Shri Purna Chandra Bhuyan, Social Education Organiser, Telkoi, Keonjhar Camp—S. E. O. Training Centre, Belurmath, Howrah.
- 21. Shri Basanta Kumar Dhal, Social Education Organiser, Orissa

- 22. Shri Biswanath Nayak, S. E. O., Orissa
- 23. Shri Bhagabat Prasad Das, S. E. O., Under Training, S. E. O. Training Centre, Belurmath, Howrah.
- 24. Shri Barendranath Patra, S. E. O. (Orissa) Under Training
- 25. Shri Achyutananda Nayak, S. E. O.
- 26. Shri Nisamani Behera, S. E. O., Training Centre, Belurmath, Howrah.
- 27. Shri Pravakar Rout, S. E. O. Training Centre, Belurmath, Howrah
- 28. Shri Simhadri Panda, S. E. O. Training Centre, Belurmath, Howrah
- 29. Shri Judhistri Bishoy, S. E. O., (Orissa) S. E. O. Training Centre, Belurmath, Howrah.
- 30. Shri Ram Chandra Pradhan, S. E. O. (Orissa)
- 31. Shri Ganesh Chandra Das, S. E. O. (Orissa)
- 32. Shri Binayak Mishra, S. E. O., Belurmath
- 33. Shri Banamali Kumbakar, Member of the Lok Sabha
- 34. Shri Sachidananda Das, S. E. O. (Orissa)
- 35. Shri Pitambar Ray
- 36. Shri Radhagobinda Das, Bolangir
- 37. Shri M. B. Sanyasayya, Head Clerk, Central Stores, Machkund, Koraput, Orissa.
- 38. General Secretary, Orissa Police Ministerial Officers' Association Orissa, Cuttack.
- 39. Shri Biswanath Sahu, President, Orissa T. and R. W. Departments Employees Association.
- 40. Shri Radhamohan Pattnayak Bebarta, Pattnayak Sahi, Dhenkanal
- 41. Shri L. Singh, Social Education Organiser, (Orissa)
- 42. Sk. Basiruddin Kalapahada, S. E. O. (Orissa)
- 43. Shri K. C. Mitra and others Reporters, Orissa Legislative Assembly
- 44. Pandit Shri Jagannath Rath Sarma, Sahityacharya Bidyabhusana, President, Sanskrit Rastrabhasa Samiti, Orissa.
- 45. Shri K. K. Bose, M. A., B. L., District and Sessions Judge, Koraput, Jeypore.
- 46. Shri P. C. Naik, Subdivisional Officer, Baliguda
- 47. Shri Krupasindhu Sahu, Secretary, All-Orissa Vaccinators' Association
- 48. Shri Udayanath Pal, Secretary, Orissa Government Press Employees, Union, Cuttack.

- 49. Shri Krushna Chandra Tripathy, B. Sc., D.Ed., Secretary, Teachers Association, P. R. High School, Bolangir.
- 50. Shri Jagannath Das, General Secretary, Utkal Pharmacists Association Berhampur, Ganjam.
- 51. Shri B. K. Dubey, Headmaster, Keonjhar M. E. School
- 52. Shri J. Mohapatra, Inspector, Weights and Measures, Jaleswar, district Balasore.
- 53. Shri J. N. Hui, Divisional Accountant, Dandakaranya Project
- 54. Branch Secretary, C. I. D. Special Branch, Ministerial Officers Association, Cuttack.
- 55. Shri Premaraj Mishra, B. A. (Hons.) B. L., Pleader
- Shri K. M. Mohapatra, Research Officer, Shri P. K. Mohapatra, Research Assistant, Tribal Research Bureau.
- 57. Shri Guru Charan Nayak, M. L. A.
- 58. Secretary, Orissa Low Paid Government Servants Association, Chandini Chouk, Cuttack.
- 59. Shri M. A. Wohid, Post Udala, district Mayurbhanj
- 60. Shri Sukadev Panda, B. A., Social Education Organiser
- 61. Shri Dhaneswar Samal, Havildar-Major, Police Training College, Angul
- 62. Shri B. K. Mohanty, B. A. (Hons.), Secretary, Orissa Junior Administrative Officers' Association, Cuttack.
- 63. Shri R. G. Behera, Chairman, Parlakimedi Municipality, Parlakimedi
- 64. Shri Narasimho Patra, M. L. A.
- 65. Secretary, Old Boys' Association, G. A. Vidyapitha, Puri
- 66. Shri B. M. Kar, Chairman, Sambalpur Municipality, Sambalpur
- 67. Executive Officer, Notified Area Council, Rayagada
- 68. Flt. Lt. Binoy Ghose, Additional District Magistrate, Koraput
- 69. Shri R. P. Dalvi, M.A., LL.B., Additional District Magistrate, Keonihar
- 70. Shri K. C. Das, Joint Secretary, Orissa Shorthand Writer's Association
- 71. Shri N. Behera, M.A., (Pat.) S.E.O., Orissa
- 72. Shri Uma Charan Das, Khetramani Gopalballabha Road, Puri
- 73. Shri'A. K. Tripathy, Serretary, Rastrabhasa Prachar Sabha, Bolangir
- 74. Shri B. S. Mohanty, I. A. S. (Retd.), Daragha Bazar, Cuttack
- 75. Shri K. B. Panda, B.L., District and Sessions Judge, Ganjam-Boudh, Berhampur.

- 76. Shri V. S. Matthews, I. A. S., Secretary to Government of Orissa, Supply Department.
- 77. Shri B. Mishra, General Secretary, Orissa Excise Association, Cuttack
- 78. Shri L. N. Misra, General Secretary, Orissa Tribal and Rural Welfare Department Employees' Associations.
- 79. Shri J. C. Ghosh, I. P., Inspector-General of Police, Orissa
- 80. Shri T. N. Saraf, I.A.S., District Magistrate, Koraput
- 81. Deputy Director of Mines, Orissa, Bhubaneswar
- 82. Shri B. V. Raman, I. A. S., Director of Industries, Orissa, Cuttack
- 83. Shri R. Mohapatra, Auditor, Local Fund Audit, Cuttack



### ANNEXURE G

### LIST OF SERVICE ASSOCIATIONS, AND INDIVIDUALS, ETC., WHO WERE EXAMINED BY THE COMMITTEE

- 1. Shri R. N. Padhi, Secretary, Orissa non-Government Secondary School Teachers' Association, Berhampur.
- 2. Shri Jagannath Das, General Secretary, Utkal Pharmacist Association, Berhampur.
- 3. Shri B. C. Das and Shri Gopinath Misra, President and Joint Secretary, Village Officers' Association.
- 4. Shri G. Krishna Murty, President, Orissa Local Bodies Association.
- 5. Shri Jacob Isriel, on behalf of the Ministerial Officers of the district and Sessions Judge, Koraput.
- Shri M. P. Das, District Forest Officer on behalf of the Conservator of Forests, Berhampur.
- 7. Shri L. N. Supakar, President, Ministerial Association of the Sambalpur Judgeship.
- 8. Shri Balabhadra Misra, on behalf of the Process Server's Association, Bolangir district.
- 9. Shri K. Mishra, President, the State Transport Association at Bolangir.
- 10. Shri Satyabadi Mishra and K. C. Acharya, Secretary and representative of Federation of Ministerial Officers Association.
- 11. Shri R. K. Das, Honorary Secretary and others of Orissa Secretariat and Heads of Departments Low-paid Government Servant's Association.
- 12. Shri Ganeswar Samal and Shri Banshidhar Sahoo, Representative of the Secretariat and Heads of Departments Typist Association.
- 13. Shri Dhurba Charan Naik, Vice-President, Orissa Subordinate Finance Service (Internal Audit Organisation) Association.
- 14. Shri U. N. Mishra, General Secretary, Orissa Subordinate Engineers' Association, Bhubaneswar.
- 15. Shri Syam Kanta Mohanty, General Secretary, Orissa Public Works Work-charged Sangha.
- 16. Shri Bimal Chandra Mitra, Shri K. C. Das and Shri A. Prasad, Secretary and Joint Secretary of Orissa Short-hand Writer's Association.
- 17. Orissa Police Ministerial Officers' Association.
- 18. Shri Bhagaban Misra, General Secretary, Orissa Excise Association
- Shri J. B. Mahapatra and M. N. Singh, on behalf of the C. I. D. Branch (Special Branch) of the Orissa Police Ministerial Officers' Association, Cuttack.
- 20. Shri B. Rout, Secretary, All-Orissa Subordinate Educational Inspecting Officers' Association.
- 21. Shri B. K. Mohanty, Secretary, Orissa Junior Administrative Officers' Association.
- 22. Shri P. N. Rao, President, Orissa Jail Employees' Association

- 23. Shri K. C. Nag, General Secretary, All Orissa Process Server's Association
- 24. Shri Bikram Panda, Shri M. Ismail and Smt. Sailabala Kanango, on behalf of the Hindi Training Institution Old Students' Association.
- 25. Shri H. K. Das, General Secretary, Orissa Police Association
- 26. Shri H. Singh and Shri R. K. Mohanty, on behalf of the Orissa Weights and Measures Employees' Association.
- 27. Shri M. Panda, Dr. S. C. Das and Shri B. N. Rath, on behalf of the Government College Teachers' Association.
- 28. Shri A. Benarjee, Secretary, Orissa Finance Service Association
- 29. Shri S. K. Dhal and Shri S. C. Mohapatra, on behalf of the Orissa Subordinate Finance Service Association.
- 30. Dr. J. K. Mohanty, Secretary, Orissa Medical Service Association
- 31. Shri Biswanath Pandit, on behalf of the Grade IV Government Servants of the Medical College.
- 32. Shri Rajkishore Samantray, on behalf of the Mehantra Sangha of the Cuttack Municipality.
- 33. Shri Ananta Tripathy, Secretary, Orissa Subordinate Forest Service Association.
- 34. Shri Raghunath Mohapatra, Secretary, Orissa Government Press Union, Shri H. K. Mohanty, Vice-President and Shri K. N. Patra, on behalf of the Government Press Employees' Union.
- 35. Orissa Administrative Officers' Association
- 36. Orissa Mohamadan Association
- 37. Representatives of the Orissa Secretariat Service Association
- 38. Orissa Health Inspectors' Association
- 39. Pandit Shri Jagannath Rath, Ramdhuni Sanskrit College, Berhampur
- 40. Shri A. K. Pattnaik, Clerk, office of the District and Sessions Judge, Ganjam.
- 41. Shri Dandapani Dalai, Chairman, Berhampur Municipality
- 42. Shri Balamakunda Das, Executive Officer, Berhampur Municipality
- 43. Shri K. C. Parija, Superintending Engineer
- 44. Shri K. B. Panda, District and Sessions Judge, Ganjam, Berhampur
- 45. Shri J. Mohapatra, I. A. S., Revenue Divisional Commissioner, Southern Division.
- 46. Shri Venkat Ramani, I. A. S., District Magistrate, Ganjam
- 47. Shri K. Raj Gopalan, I. P. S., Superintendent of Police, Ganjam
- 48. Shri S. N. Mishra, I. A. S., Deputy Commissioner, Sambalpur
- 49. Shri B. N. Kar, Chairman, Sambalpur Municipality
- 50. Special Officer, Sambalpur District Board
- 51. Shri P. K. Tripathy, I. A. s., Principal, Administrative Officer's Training School, Hirakud.

- 52. Civil Surgeon, Sambalpur
- 53. Shri Rama Rao, Chief Engineer, Hirakud
- 54. Shri S. S. Mohapatra, District and Sessions Judge, Sambalpur
- 55. Conservator of Forests, Sambalpur
- 56. Shri P. Padhi, Secretary to Revenue Divisional Commissioner, Northern Division, Sambalpur.
- 57. Shri Ajendra Sahe, Sirastadar, District Judge's Office, Sambalpur
- 58. Shri P. R. Misra, Pleader, Bolangir
- 59. Shri R. N. Das, I.A.S., District Magistrate, Bolangir
- 60. Shri Durjodhan Kanungo, Record Keeper, Orissa Secretariat
- 61. Shri Kulamani Samal, Reporter, Orissa Legislative Assembly
- 62. Shri Jagamohan Mohapatra and Shri A. H. Khan, District Sub-Registrars' Office, Cuttack.
- 63. Laboratory Assistants of the Ravenshaw College, Cuttack
- 64. Shri J. K. Mishra, A. O.-cum-U.-S., Finance Department
- 65. Dr. S. C. Das, Reader in Economic in Ravenshaw College
- 66. Shri G. B. Mishra, Chairman, Orissa Public Service Commission

सत्यमव जयत

- 67. Superintending Engineer, Electrical Circle, Cuttack
- 68. Dr. R. K. Mohanty, Principal, Medical College, Cuttack
- 69. Shri J. Mohanty, Principal, Engineering School, Cuttack
- 70. Assistant Inspector-General of Police
- 71. Public Relations Officer
- 72. Chief Electoral Officer
- 73. Secretary, Development Department
- 74. Deputy Director of Agriculture
- 75. Chief Conservator of Forests
- 76. Director of Fisheries
- 77. Secretary, Development Department
- 78. Registrar, Co-operative Societies
- 79. Director of Animal Husbandry and Veterinary Services
- 80. Secretary, Transport Department
- 81. Transport Controller
- 82. Secretary, Labour Department
- 83. Secretary, Health Department
- 84. Director of Health Services
- 85. Secretary, Works Department

- 86. Chief Engineer, Electricity
- 87. Chief Engineer, Irrigation
- 88. Additional Chief Engineer, Roads and Buildings
- 89. Secretary, Industries Department
- 90. Joint Director of Industries
- 91. Deputy Director of Industries (Training)
- 92. Inspector-General of Prisons
- 93. Director of Public Instruction
- 94. Director of Community Project
- 95. Joint Director of Marketing
- 96. Secretary, Commerce Department
- 97. Superintendent, Government Press
- 98. Director, Bureau of Statistics and Economics
- 99. Commissioner of Commercial Taxes
- 100. Commissioner, Paradip Port
- 101. Secretary, Labour Department
- 102. Commissioner of Labour and Chief Inspector of Factories
- 103. Secretary, Tribal and Rural Welfare Department
- 104. Secretary, Excise Department
- 105. Commissioner, Excise Department
- 106. Secretary, Supply Department
- 107. Secretary, Law Department
- 108. Commissioner of Hindu Religious Endowment
- 109. Deputy Director, Mines
- 110. Chief Engineer, Public Health Department
- 111. Development Commissioner

### ANNEXURE H

D. O. No. P. C. 47/60—37981-F., dated the 24th December 1960 from the Government of Orissa, Finance Department

Kindly recall our discussions with Chief Secretary on the 24th November 1960 wherein certain practical difficulties experienced by the Committee with regard to terms of reference were specifically brought to the notice of the Chief Secretary.

After further consideration of the matter Government have been pleased to decide that the Committee may give their recommendation with regard to such cases which although not included in the terms of reference (or in other words whose initial pay is more than Rs. 250) but may be so placed that their highest pay may be lower than the maximum of the scales under review.

D. O. No. 734-F., dated the 10th January, 1961

The Committee may consider and make recommendations also in respect of posts whose initial pay is more than Rs. 250 but the maximum is Rs. 700 or less.



#### ANNEXURE I

### GOVERNMENT OF ORISSA

# LABOUR DEPARTMENT NOTIFICATION

### The 26th November 1960

No. 11659—IW-37/60-Lab.—In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948), the State Government, after considering the advice of the Committees appointed under clause (a) of sub-section (1) of section 5 and of the State Minimum Wages Advisory Board appointed under section 7 of the said Act, hereby revise the minimum wages payable to the classes of employees of the Scheduled employments specified in the Annexure hereto and direct that this notification shall come into force on and from the 10th December 1960.

#### ANNEXURE

1. Revised minimum rates of wages in respect of employment in any Rice Mill. Flour Mill or Dal Mill—

Mill, Flour Mill or Dal Mill—			
Categories of workers			ive minimum s of wages
(1)	MITAT	•	(2)
(1) Engine Driver	THIEF	Rs. 2.00	per day
(2) Huller Mistry		Rs. 1.37	per day
(3) Oiler	सन्यमेव जयते	Rs. 1.25	per day
(4) Electrician		Rs. 1.75	per day
(5) Fireman		Rs. 1.50	per day
(6) Fitter and Mechanic	••	Rs. 1.75	per day
(7) Watchman	••	Rs. 1.25	per day
(8) Clerks, Cashiers and Acco	untants—		
(a) Matriculates	••	rates of c ance adn State Gov	70—2—90 with dearness allow- nissible to the ernment emplo- this scale from me.
(b) Under-Matriculates	••	65 w dearness admissible Governm	ith the rates of a 11 o w anc e e to the State ent employees ale from time

to time.

### (9) Mazdoors—

- (a) In Zone I (Municipal areas, Cuttack, Puri Rs. 1.25 per day and Sambalpur and also Rourkella).
- (b) In Zone II (Rest of the areas of the State) Rs. 1.12 per day

(10) Any other category-

- (a) In Zone I (Municipal areas of Cuttack, Rs. 1.25 per day Puri and Sambalpur and also Rourkella).
- (b) In Zone II (Rest of the areas of the State) Rs. 1.12 per day
- 1. Steaming of paddy ... Rs. 4·12 per 100 bags
- 2. Boiling of paddy ... Rs. 4·12 per 100 bags
- 3. Carrying dried paddy to Huller room or Rs. 3·12 per 100 bags Godown
- 4. Unloading .. Rs. 1.62 per 100 bags
- 5. Bagging ... Rs. 1.62 per 100 bags
- 6. Weighing of Bags .. Rs. 3·12 per 100 bags
- 7. Sowing .. Rs. 1.62 per 100 bags
- 8. Stocking of Bags .. Rs. 1.62 per 100 bags
- 9. Loading of bags in trucks or carts ... Rs. 1.62 per 100 bags

Note-Each bag shall weigh standard two maunds.

### II. Revised minimum rates of wages in respect of Employment in Agriculture

Categories of occupation (1)		Zone I (2) Rs. nP.	All inclusive minimum rates of wages Zone II  (3)  Rs. nP.
1. Ploughing		1.00 per day	0.87 per day
2. Embarking	सन्य	1.00 per day	0.87 per day
3. Harrowing		1.00 per day	0.87 per day
4. Manuring, Transplanting weeding, etc.	and		• •
(a) Adults		1.00 per day	0.87 per day
(b) Adolescents	••	0.87 perday	0.75 per day
5. Work in betel garden	• <	1.25 per day	1.00 per day
6. Sugarcane crushing	• •	1.00 per day	0.87 per day
7. Gur Making	• •	1·12 per day	0.87 per day
8. Thatching	• •	0.75 per day	1.25 per day
9. Diary Farming	• •	1.00 per day	0.87 per day
10. Forestry and Timbering	• •	1·12 per day	1.12 per day
11. Preparation for market		1.00 per day	0.87 per day
12. Raising of livestock		1.00 per day	0.87 per day
13. Delivery to storage to marke to carry for transportation market.		1.00 per day	0.87 per day
14. Any other work	• •	1.00 per day	0.87 per day

Note—For the purpose of the notification this State has been divided in two Zones with the following areas.

Zone I Zone II (1) (2) 1. Balasore district 1. Kalahandi district 2. Cuttack district 2. Bolangir district 3. Puri district 3. Phulbani district 4. Ganjam Plain 4. Koraput district and Angul subdivision 5. Sadar of 5. Ganjam Agency Dhenkanal district. 6. Town and Colliery police-stations of 6. Dhenkanal district (other than the Talcher subdivision of Dhenkanal areas shown in Zone I). district. 7. Bargarh and Sadar subdivision of 7. Sambalpur district (other than the Sambalpur district. areas shown in Zone I). 8. Panposh subdivision and Rajagangpur 8. Mayurbhanj district (other than police-station of Sadar subdivision of the areas shown in Zone II). Sundargarh district. 9. Rairangpur subdivision of Mayurbhanj 9. Sundargarh district (other district. the areas shown in Zone I). 10. Keonjhar III. Revised minimum rates of wages in respect of employment in any Tobacco (including Bidi making and Gadakhu making) Manufactory. Categories of Employees All inclusive minimum rates of wages. BIDI MAKING For rolling 1,000 bidis Rs. 1.50 nP. (through the State of Orissa) 1. Clerk, Cashier and Accountants -(a) Matriculates Rs. 50-2-70-2-90 with 1 usual dearness allowance as admissible to State Government employees. Throughout the (b) Under-Matricu-Rs. 45-1-50-2-60-1-65 State of Orissa. lates. with usual dearness allowance as admissible to the State Government employees. 2. All other categories— Zone I Rs. 1.25 nP. per day Zone II Rs. 1.37 nP. per day

Note—Zone I shall comprise the districts of Sambalpur, Bolangir, Sundergarh, Dhenkanal Ganjam, Koraput, Phulbani and Kalahandi.

Zone II shall comprise the districts of Cuttack, Puri, Balasore, Mayurbhanj and Keonjhar.

### **GUDAKHU MAKING**

- 1. Tobacco leaf crushing and tobacco making.
- Rs. 55 per month
- 2. Clerks, Cashiers and Accountants—
  - (a) Matriculates

- Rs. 50-2-70-2-90 with usual dearness allowance as admissible to employees of the State Government from time to time.
- (b) Under-Matriculates
- Rs. 45—1—50—2—60—1—65 with usual dearness allowance as admissible to employees of the State Government from time to time.

3. Any other category

- Rs. 45 per month or Rs. 1.75 nP. per day.
- IV. Revised minimum rates of wages for employment on the construction or maintenance or roads or in building operation.

### AND

Employment in Stone breaking or stone crushing within the Notified Area of Rourkela.

	Categories of w	vorkers		All inclusive minimum rates of wages
	1. Mazdoor		••	Rs. 2.00 nP. per day
	2. Carpenter	सत्यमेव जयते	••.	Rs. 4.25 nP. per day
	3. Mason		•••	Rs. 4 00 nP. per day
	4. Blacksmith		••	Rs. 4.00 nP. per day
	5. Mixture driver		••	Rs. 3.50 nP. per day
	6. Hammerman		••	Rs. 2.75 nP. per day
	7. Helper		••	Rs. 275 nP. per day
	8. Khalasi		••	Rs. 2.75 nP. per day
	9. (a) Painter Class I		••	Rs. 5.00 nP. per day
	(b) Painter Class II		***	Rs. 3.00 nP. per day
1	0. Any other category		••	Rs. 2.75 nP. per day

517
PIECE RATES

Serial No.	Description of items	Units	Minimum rate
1	2	3	4
	EARTH WOR	K	<u>-</u>
			Rs. nP.
1	Earth work in ordinary soil within 100' free lead and 5' free lift for roads and embankment including rough dressing.	1,000 cft.	20.00
2	Earth work in sand	1,000 cft.	18:00
3	Earth work in hard soil	1,000 cft.	25.00
4	Stoney earth, earth mixed with boulders not exceeding half cft. in volume and in hard gravel soil.	1,000 cft.	33.00
5	Stoney earth, in soft disintegrated rock removed by pick axes and crow bars within 100' lead and 5' free lift in foundation.	100 cft.	10.00
6	Stoney earth, earth mixed with boulders not exceeding half cft. in volume and in hard gravel soil in soft disintegrated rock removed by pick excess and crow bars within 100' free lift and 5' free lift in foundation laterite rock.	100 cft.	8-00
7	Stoney earth in slushy soil and slit clearance in water up to 2' depth requiring aid of baskets and vessels.	1,000 cft.	35.00
8	Extra lead of 100'-0" or part thereof over the initial lead.	1,000 cft.	3:33
9	Extra lift of 5' or the part thereof over the initial lift.	1,000 cft.	1.67

Serial No	Description of items	Units	Minimum rate
1	2	3	4
			Rs. nP.
10	Remming or rolling with light hard roller earth works in embankment in layers of 1'-0" thick.	1,000 cft.	0.83
11	Fine dressing and turfing with initial lead of 200'-0" and lift of 5'-0"	1,000 cft.	3.83
12	Extra lead of every additional lead of 100' for turfing or part thereof.	1,000 cft.	1.25
13	Extra lift for additional 5'-0" for turfing or part thereof.	1,000 cft.	0-62
14	Fine dressing earth work	1,000 cft.	1-67
15	Puddle filling of good clay including initial 100' lead and 5'-0'' lift.	1,000 cft.	50.00
16	Excavation of foundation in ordinary soil including dressing and levelling the bed not exceeding 5' depth and depositing the soil within initial lead of 100'-0".	1,000 cft.	25.00
17	Excavation of foundation in hard soil.	1,000 cft.	30-00
18	Excavation of foundation in stony earth.	1,000 cft.	40-00
19	For every addition 1'-0" depth beyond 5'-0" and extra.	1,000 cft.	1-67
20	Filling in foundation and plinth with moorum or earth or excavated materials.	1,000 cft.	2/3rd of rates of respective excavate d rates plus 1.67 for watering if required.
21	Filling in foundation with sand well watered and rammed (Labour only).	1,000 cft.	15:00
22	Sectioning and cambering earth work in road formation.	1,000 cft.	3-33

By order of the Governor

K. C. RAY

Secretary to Government

#### ANNEXURE J

### RESOLUTIONS ADOPTED BY THE 15TH INDIAN LABOUR CONFERENCE

- "(1) While accepting that minimum wage was 'need-based' and should ensure the minimum human needs of the industrial worker the following norms were accepted as a guide for all wage-fixing authorities including minimum wage committees, wage boards, adjudicatures, etc.—
  - (i) In calculating the minimum wage the standard working class family should be taken to comprise three consumption units for one earner, the earning of women, children and adolescents being disregarded.
  - (ii) Minimum food requirements should be calculated on the basis of a net intake of calories as recommended by Dr. Aykroyd for an average Indian adult of moderate activity.
  - (iii) Clothing requirements should be estimated on the basis of a per capita consumption of 18 yards per annum, which would give for the average worker's family of four a total of 72 yards.
  - (iv) In respect of housing, the rent corresponding to the minimum area provided for under Government's Industrial Housing Scheme should be taken into consideration in fixing the minimum wage.
  - (v) Fuel, lighting and other miscellaneous items of expenditure should constitute 20 per cent of the total minimum wage.
- (2) Wherever the minimum wage fixed was below the norms recommended above, it would be incumbent on the authorities concerned to justify the circumstances which prevented them from adherence to the aforesaid norms."

सत्यमेव जयते

520

ANNEXURE K

STATISTICS OF RURAL WAGES OF DIFFERENT CLASSES OF LABOUR.

Period and districts		ø	Skilled labour					Agricultural labour				
		of centres	Car	Carpenter C		bbler	Blacksmith		Men		Women	
		No. of	w.H.	Wages	w.H.	Wages	w.H.	Wages	w.H.	Wages	w.H.	Wages
1		2	3	4	5	6	7	8	9	10	11	12
	1	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1952	••	••	7	2.68	8	2.53	7	2.85	8	1.11	8	0.73
1953	9-4		8	2.77	8	2.72	7	2.68	8	0.99	8	0.68
1954	•-•	••	8	2.82	8	2.47	8	2.60	8	1.01	8	0.69
1955	••		8	2.92	8	2.54	8	2.32	8	0.92	8	0.61
1956			8	2.83	8	3.01	8	2.53	8	1.07	8	0.79
1957 1957			8	2.97	8	2.93	8	2.44	8	1.29	8	0.73
Cuttack	• •	1	8	2.66			8	2.50	8	1.16	8	0.75
Puri	٠.	3	8	3.29	8	2.72	8	3.00	8	1.01	8	0.83
Balasore		3	7	3.09	8	2.83	7	2.53	8	1.32	8	1.08
Sambalpur		2	8	3.09	9	3.32	7	1.96	8	1.05	8	0.74
Ganjam					••							••
Koraput	••	2	7	2.96	••	••	7	2.37	7	0.57	7	0.42
Dhenkanal	• •	2	7	2.68	8	2.58	7	2.31	7	1.07	7	0.67
Keonjhar	••	• •			••							•.•
Mayurbhanj	• •	1	8	2.75	8	3.50	8	2.00	7	0.87	7	0.68
Sundergarh	••	4	8	3.62	8	2.61	7	2.84	8	1.42	8	1.07
Bolangir Kalahandi Boudh-Phull	 oani	1 3	8 8	2·49 3·04	8 8	2·25 3·67	8	2·18 2·69	8 8 8	0.96 0.75 0.95	8 8 8	0.65 0.50 0.59

W. H.—Working hours

521

# ANNEXURE L II. AVERAGE PER CAPITA INCOME OF WORKERS

Year	Average No. of workers in the working factories	Average per capita income of workers per month during the year 'calculated on the basis of annual returns received under Payment of Wages Act)
(1)	(2)	(3)
1954	20,679	Rs. 52-14-0 or Rs. 52-87 nP.
1955	20,751	Rs. 61-0-2 pies or Rs. 61-01 nP.
1956	22,471	Rs. 65-10-0 or Rs. 65-62 nP.
1957	24,546	Rs. 66·54 nP.
1958	25,770	Rs. 69·10 nP.

सन्यमेव जयते

### ANNEXURE M

# LIST OF POSTS IN LOWER AND UPPER DIVISIONS IN THE SECRETARIAT, OFFICES OF VARIOUS HEADS OF DEPARTMENTS, AND VARIOUS DISTRICT OFFICES AS ON THE 31st DECEMBER 1959

### **SECRETARIAT**

Lower Division posts		Upper Division posts	Total
1		2	3
400		443	843

### OFFICES OF HEADS OF DEPARTMENTS

Name of the Heads of Departments	Lower Division posts	Upper Division posts	Total
1	2	3	4
Agriculture	43	45	88
Advocate-General	3	2	5
Bureau of Statistics and Economics	10	8	18
Board of Revenue	25	27	52
Co-operation	27	25	52
Commercial Tax	16	12	28
Education	43	43	86
Employment Exchange	3	5	8
Endowment	8	5	13
Electricity	14	19	33
Forest	12	10	22
Fishery	15	14	29
High Court	35	28	63

Name of the Heads of Departmen	ts	Lower Division posts	Upper Division posts	Total
1		2	3	4
Irrigation	•••	20	25	45
Industries	• •	26	29	55
Jail	••	59		59
Labour Commissioner	••	13	12	25
Marketing	••	8	6	14
Mines	12	10	9	19
Medical	••	3 <b>7</b>	32	69
Police		48	39	87
Public Service Commission		3	5	8
Paradip Port		1	2	3
Public Health (Chief Engineer)		5	5	10
Revenue Divisional Commissioners	यमे	जयते 60	68	128
Roads and Buildings	••	7	25	32
Secretary to Governor		5	9	14
Sales Tax Tribunal		3	3	6
State Soldiers' and Airman's Board		1	1	. 2
Town Planning			2	2
Tribal		4	3	7
Transport		21	21	42
Veterinary	• •	23	17	40
Total—Heads of Departments		608	556	1,164

524
DISTRICT OFFICES

Name of the District Offi	ces	Lower Division posts	Upper Division posts	Total
1		2	3	4
	·			
Agriculture	••	181	115	296
Block Development Offices	••	173	360	533
Bureau	••	13	14	27
Civil Supplies	•	86	75	161
Co-operation	AND	109	44	153
Commercial Tax		145	20	165
Collectorate and subordinate Offices.	Revenue	2,089	422	2,511
Excise		42	••	42
Electricity		127	43	170
Employment Exchange	सन्धने	ਜ਼ਬੂਜ਼ 44	16	60
Education	••	305	91	396
Fisheries	••	19	10	29
Forest	••	210	56	266
Grama Panchayat	••	64	14	78
Industries	••	96	30	126
Irrigation	••	229	36	265
Judicial	••	303	53	356
Labour Commissioner	••	••	2	2
Marketing	• •	3	3	6
Medical	••	217	49	266
Mines	• •	31	21	52

Name of the District Office	Lower Division posts	Upper Division posts	Total		
1		2	3	4	
Public Health (Chief Engineer)		82	18	100	
Police	••	182	32	214	
Paradip Port	••	2	2	4	
Registration	• •	154	14	168	
Roads and Buildings	••	329	81	410	
Settlement	6222	43	29	72	
Stationery and Printing	4	118	30	148	
Tribal		169	110	279	
Transport Controller	Charles .	56	16	72	
<b>E</b> terinary	1214	56	23	79	
•					
Total—District Officer	सन्दर्भ	5,677	1,829	7,506	



सन्यमेव जयते

### ANNEXURE—O(1)

### LIST OF CASES IN WHICH RENT FREE ACCOMMODATION IS BEING GIVEN

Designation of Government servant

- 1. Cypher Assistant, Home (Special Section) Department, Caretaker.
- 2. Principal, Police Training College, Superintendent of Police, Transport and Signals, All Deputy Superintendents attached C. I. D. and Railway Police, all Sergeant Majors.
- 3. Jailors and Assistant Jailors, Sub-Assistant Surgeon, Compoun-Warders ders. Head Warders.
- 4. All Mufasil Subdivisional Offices in North Orissa, all Officers incharge of revenue division, all Subdivision Officers in-charge of Subdivisions mufasil in the ex-State areas, Tahsildar of Khurda and Deputy Collector, Banki, Special Assistant Agent, Nowarangpur, Koraput, Rayagada.
- 5. Naib Tahsildars, Angul and Bolangir.
- 6. Principals, Headmasters and Head Mistresses of Government Colleges and Schools.
- neering, Cuttack.
- 8. Work-shop Superintendent Foreman, Orissa School of Engineering, Cuttack.
- 9. Assistant Surgeon Grade I in charge of District Headquarters hospital, Subdivisional Hospitals and all other Government hospitals, Lady Assistant Surgeon Grade I attached to District head quarters hospitals, nursing sisters and staff nurses.
- 10. Dais, Midwife, all the Compounders attached to the Government hospitals and dispensaries.
- 11. Officers employed in connection with Machkund Hydro-Electric Project.
- 12. Officers and staff of the Orissa Raj Bhavan.

- Reason for allowing rent-free concession
- 1. Obligatory residence at office
- 2. For better discharge of duties.
- 3. Services are required as frequently as necessary during jail hours. Their living elsewhere in the congested parts of town might introduce infections diseases inside the jail.
- 4. Increased responsibilities disadvantages of climate, solitude of life and extra expenses in out of the way Railway stations away from the towns and headquarters.
- 5. As they get a very low pay and are stationed in places where houses are not to be had.
- 6 For supervision of hotels attached to the institution beyond working hours.
- 7. Principal, Orissa School of Engi- 7. Required to reside in the School premises so that he would be available in emergencies.
  - 8. For proper supervision of the working of the work-shop and for taking immediate necessary action in times of emergency.
  - 9. For better performance of their duties.
  - 10. For better performance of their duties.
  - 11. Non-availability of houses at the project site and arduous nature of their work.
  - 12. For better performance duties.

### ANNEXURE O

# RECOMMENDATIONS OF THE PAY COMMITTEE IN REGARD TO CASES OF RENT-FREE ACCOMMODATIONS EXAMINED AND RECOMMENDED BY THE SPECIAL PAY COMMITTEE

Name of the post

Recommendations of the pay Committee

# POLITICAL & SERVICES DEPARTMENT 1. Private Secretary to Chief Minister ... Disallowed 2. Caretaker ... Allowed

3. Assistant Caretaker ... Allowed

### HOME (POLICE) DEPARTMENT

4. Principal, Police Training College .. Disallowed

5. Superintendent of Police, Transport and Signal ... Disallowed

6. All Deputy Superintendents of Police attached to Disallowed C. I. D and Railways

7. All Inspectors of Railway Police, Police Training
College and C. I. D.

Disallowed

8. Subedar, Orissa Military Police ... Disallowed

9. All Sergeant Majors of O. M. P. ... Disallowed

10. All Havildar Majors of O. M. P. .. Disallowed

11. Jamadar, O. M. P. .. Disallowed

12. Probationary Deputy Superintendent under Disallowed training in Police Training College.

13. Cypher Assistant .. Allowed

### HOME (JAILS) DEPARTMENT

14. Factory Overseer

15. Tailor Master

Cuttack Jail

Disallowed

16. Task taker

17. Jailors

18. Assistant Jailors

19. Sub-Assistant Surgeon

Disallowed

20. Compounders

21. Head Warders, Warders

22. Teacher, Berhampur Jail

23. Carpenter, Teacher Tin and Blacksmith of Disallowed Angul Jail.

24. Clerks attached to Sub-Jails .. Disallowed

Name of the post

Recommendations of the Pay Committee

### TRIBAL AND RURAL WELFARE DEPARTMENT

- 25. Honorary Tribal and Rural Welfare Officer . Allowed
- 26. Headmasters of Ashram Schools .. Disallowed

### REVENUE DEPARTMENT

- 27. All Muffasil Subdivisional Officers of North Orissa. . . Allowed
- 28. All Revenue Divisional Officers including Special Assistant Agents posted in South Orissa . Allowed
- 29. Tahasildars—Khurda Banki (now Deputy Collector), Banpur. ... Disallowed
- 30. All Subdivisional Officers of Muffasil Subdivisions in ex-State areas.

  Allowed
- 31. Special Assistant Agent, Nawarangapur ... Allowed
- 32. Special Assistant Agent, Koraput/Rayagada ... Allowed
- 33. Revenue Divisional Officer, Chatrapur ... Allowed

35. Naib-Tahasildar, Angul and Bolangir .. Disallowed

36. Class IV Government servants of Board of Revenue, Sambalpur, who are receipt of pay below Rs. 30.

· We further recommend that rent-free quarters should be given to all Head-quarters Subdivisional Officers as is the case with Subdivisional Officers of Muffasil Subdivisions.

### **EDUCATION DEPARTMENT**

37.		Ravenshaw	College,	
38.	Cuttack. Principal,	Gangadhar	Meher	١

- 38. Principal, Gangadhar Meher Col ege, Sambalpur.
- 39. Principal, Samant Chandra Sekhar College, Puri
- 40. Principal, Rajendra College, Bolangir.
- 41. Principal, M. P. C. S. College, Baripada.
- 42. Principal, Radhanath Training College, Cuttack, etc.

Principals Allowed

Allowed

Allowed

of all Degree Colleges.

Name of the post	Recommendations of the Pay Committee.
43. Headmistress of Ravenshaw Girls' School, Cuttack.	Disallowed
44. Headmasters of all High Schools	Disallowed
45. Headmasters, Secondary Training School, Cuttack	Disallowed
46. Five Lady Teachers of Government Girls' High School, Puri.	Disallowed
47. Headmistress and 3 other Mistresses of Rampella Girls' M E. School.	Disallowed
48. Two Lady Teachers of Bargarh Girls' M.E.School	Disallowed
49. Head Teachers of all Elementary Training Schools of ex-State areas.	Disallowed
50. Head Teachers of all Elementary Training Schools of old districts.	Disallowed
51. Chargeman, Ravenshaw College	Disallowed
52. Wareman, Ravenshaw College	Disallowed
53. Matron attached to Ravenshaw Girls' School, Cuttack.	Disallowed
54. Mistress of Womens' Training Institute, Cuttack	Disallowed
55. Headmistress of M. P. C. Girls' High School, Baripada.	Disallowed
56. Principal, Fakir Mohan College, Balasore (House-rent allowance).	Allowed
57. Principal, Parlakimedi College (House-rent allowane	ce) Allowed
INDUSTRIES, DEPARTMEN	ıT
58. Principal, Orissa School of Engineering, Cuttack.	Allowed
59. Principal, Engineering School, Jharsuguda	Allowed
60. Principal, Orissa School of Engineering Berhampur.	Allowed
61. Principal, Integrated Training Institute, Berhampur.	Allowed
62. Principal, Integrated Training Institute, Hirakud.	Allowed
63. Workshop Superintendent, Orissa School of Engineering, Cuttack.	Disallowed .
64. Foreman Orissa School of Engineering, Cuttack.	Disallowed
65. Superintendent n, Industrial School, Phulbani, Weaving, Smithy Mistry Instructor, Phulbani	Disallowed

Name of the post	Recommendations of the Pay Committee
66. Dyeing Instructor, Baripada	. Disallowed
67. P. & B. Cutting Instructor, Baripada	. Disallowed
68. Superintendent, Weaving Supervisor, and Head Clean Demonstration Factory, Sonepur	rk, Disallowed
69. Dyeing Clerk, Store Clerk, Dyeing Mistry, Weavir Instructor and Attender	ng Disallowed
MEDICAL AND HEALTH DEPAR	RTMENT
70. Assistant Surgeon, Grade I in charge of District Headquarters Hospitals, Subdivisional Hospitals and all other Government Hospitals	Allowed
71. Lady Assistant Surgeon, Grade I	Allowed
72. Assistant Surgeon, Grade III	Allowed
73. Nursing Sister and Staff Nurse	Allowed
74. Dais and Midwives	Allowed
75. All Compounders attached to Government Hospitals and Dispensaries	Allowed
76. Warder of Shriram Chandra Bhanj Medical College	e Allowed
COMMERCE DEPARTMENT	r
77. Port Officer	Disallowed

### ANNEXURE P

## RECOMMENDATIONS OF THE SPECIAL PAY COMMITTEE ON THE GRANT OF RENT-FREE ACCOMMODATIONS

### HOME DEPARTMENT

Designation of the post	Rent-free quarters or house-rent allowance	Decision of the Special Pay Committee
1	2	3
Secretary to Chief Minister	Rent-free quarters	The Committee agreed to the concession. It was found admissible in accordance with the principle enunciated by the Cabinet Sub-Committee.
Cipher Assistant Caretaker	} Ditto	Agreed
Assistant Caretaker Principal, Police Training College.  Superintendent of Police,	Ditto	The Committee found that besides the concession of the rent-free quarters the incumbent of the post was getting special pay also. The Committee were opposed to grant of these two concessions at a time to any Government servant in this case. However as the grant of special pay was in view of the fact that the incumbent was member of the Indian Police Service and as the rent-free quarters seems to have been given to all the Principals of other Institutes in the State, the Committee agreed that the post may carry both the concessions. Agreed
Transport and Signal.  All Deputy Superintendents	Ditto	Agreed
attached to C. I. D. and Railway Police.		·
All Inspectors of Railway Police, Police Training College, C. I. D. Subedar of Orissa Military	Ditto .	Agreed
	Ditto	Agreed
Police. All Sergeant-Majors	Ditto	Agreed
All Assistant Sub- Inspectors of Orissa Military Police	Ditto	Agreed
Jamadars of O. M. P.	Ditto	Agreed

Designation of the post	Rent-free quarters or house rent allowance	Decision of the Special Pay Committee	
1	2	3	
Probationary D. S. P. under training in Police Training College.	Rent-free quarters	The Committee did not agree to the continuance of the rent-free quarters. The concession was not admissible in terms of the principle enunciated by the Cabinet Sub-Committee. The Committee found that no other probationary officers were given such concession during probationary period. The Committee's decision was that the rent-free quarters should be withdrawn immediately.	
Jailors	ANDE		
Assistant Jailors			
Sub-Assistant Surgeon (J. A. S.) Compounders Head Warders and Warders.	VAVIA	Agreed	
Factory Overseer  Of  Tailor Master  Task-taker	सन्यमेव जय		
Teacher, Berhampur Jail			
Teacher-Carpenter	Ditto	The Committee did not agree.  These staff of the Jail were not	
Blacksmith of Angul Jail	1	required to live in close proximity in the Jail in the interest of	
Clerks attached to Sub- Jails.		performance of their duties. The concession was not also admissible according to other two principles enunciated by the Cabinet Sub-Committee.	
TRIBAL AND RURAL WELFARE DEPARTMENT			
Honorary Tribal and Rura Welfare Officer.	Rent-free quarters.	Agreed as the Officer who is working in an honorary capacity has agreed to serve the Deportment on the condition that he is given a rent-free quarters.	

Designation of the post	Rent-free quarters or house-rent allowance	Decision of the Special Pay Committee
1	2	3
	REVENUE DEP	ARTMENT
All Muffasil Subdivisional Officers in North Orissa.	Rent-f r e e accommodation.	Agreed
All Revenue Divisional Officers, including Special Assistant Agents posted in South Orissa.	Ditto	Agreed
Tahasildars—		<b>a</b>
Khurdha/Banki/Banpur	Ditto	The Committee did not agree to the continuance of the concession. The concession of rent-free accommodation in these cases was not admissible according to any of the principles enunciated by the Cabinet Sub-Committee. It was decided that the concession should be withdrawn but in view of the fact that the existing incumbents of these posts had been allowed this concession for a long time now, the Committee decided that their decision will be applicable only to new occupants of these posts.
All Subdivisional Officers of Mufasil Subdivisions in ex-State areas.	Ditto	Agreed
Special Assistant Agent, Nawarangpur.	Ditto	Agreed
Special Assistant Agent, Koraput/Rayagada.	Ditto	Agreed
Revenue Divisional Officer, Chatrapur.	Ditto	Agreed

Designation of the post	Rent-free quarters or house rent allowance	Decision of the Special Pay Committee
1	2	3
Subdivisional Officers of ex-State areas including Subdivisional Officers, Bolangir and Bhawanipatna.	_	Agreed
Naib Tahasildar,. Angul/Bolangir.	Ditto	For the same reasons as assigned in case of withdrawal of this concession from the posts of Tahasildars of Khurdha, Banki and Ranpur, the Committee decided to withdraw the concession in these two cases.
Class IV Gover n ment servants of the Board of Revenue, Sambal pur who are in receipt of pay below Rs 30.		It was decided to withdraw the concession. No other Class IV Government servants had been given this concession.
E	! DUCATION DEPA	ARTMENT
Principals of Degree Colleges.	Rent free quarters	
Headmistress of Ravenshaw Girls' School.	Ditto	Allowed
Headmasters of High Schools.	Ditto	Allowed
Five lady Teachers of Government Girls' High Schools, Puri	Ditto	Allowed .
Headmistress and three e other Mistresses of Rampella Girls' M. E. School.		Allowed
Two Lady teachers of Bargarh Girls' M. E. School.	Ditto	Allowed
Head teachers of all Ele- mentary Training School in ex-State areas.	Ditto	Allowed
the state of the s	and the second second second	

Designation of the post	Rent-free quarter's or house rent allowance	Decision of the Special Pay Committee
1	2	3
Head teachers of all Elementary Training School in old districts. Chargeman of Ravenshaw College.	· -	Allowed
Wareman of Ravenshaw College.	Ditto	Allowed
Matron attached to Ravenshaw Girls' School.	Ditto	Allowed
Mistresses of Women's Tra- ining Institute, Cuttack.	Ditto	Allowed
Headmistress, Girls' High School, Baripada.	Ditto	Allowed
IN	DUSTRIES DEPA	ARTMENT
Principal, Orissa School of Engineering, Cuttack.	Rent-free quarters	Allowed
Workshop Superintendent, Orissa School of Engine- ering, Cuttack.	Ditto	Allowed
Foreman, Orissa School of Engineering, Cuttack.	Ditto	Allowed
Superintendent, Industrial School, Phulbani.		The Committee did not agree to the
Weaving and Smithy Mistry Instructor, Phulbani.		grant of rent-free accommodation as none of the principles enuncia- ted by the Cabinet Sub-Commit- tee was fulfilled.
Dyeing Inspector, Baripada	Ditto	Not agreed. For reasons stated above.
P. and B. Cutting Instructor, Baripada.	Ditto	Ditto
Superintendent, Demonstra- tion factory, Sonepur.	Ditto	Ditto
	- B Parameter - I - Anglessania i seka dan banda Marie - Marie - Nameria - I - I san ang mang langkan m	

Designation of the post	Rent free quarters or house rent allowances	Decision of the Special Pay Committee
1	2	3
Weaving Supervisor, Sone- pur, Head clerk, Sone pur.	Rent-free quarters	Did not agree and those cases do not satisfy any principle.
Dyeing Clerk, Store Clerk, Dyeing Mistry, Weaving Instructor, Attender.	Ditto	Ditto

#### HEALTH DEPARTMENT

Assistant Surgeons, Grade I in-charge of district head-quarters hospitals, sub-divisional hospitals and all other Government hospitals.		arters	Agreed	
Lady Assistant Surgeon, Grade I.	Ditto		Agreed	
All Assistant Surgeons, Grade III.	Ditto		Agreed	
Nursing Sisters, Staff nurses	Ditto	जय-	Agreed	
Dais, Mid-wife	Ditto	••	Agreed	
All Compounders attached to Government hospitals and dispensaries.	Ditto	••	Agreed	
Warder of the Shriram Chandra Bhanj Medical College Hospital.	Ditto	• -	Agreed	

#### ANNEXURE Q

# RECOMMENDATIONS OF THE SPECIAL PAY COMMITTEE FOR CONTINUANCE OF SPECIAL PAY

#### NAME OF DEPARTMENT-HOME

#### ORISSA HIGH COURT

Serial No.	Name of posts	Existing rates of special pay	Remarks
1	2	3	4
1	Deputy Registrar, High Court (Sub-Judge rank).	Rs. 150	
	Assistant Registrar, High Court (Mun- sif's rank).	<b>Rs.</b> 75	
		HOME (JAIL)	
1	Civil Surgeons for holding coll at e-ral charges of the superintendency of the District Jails.	(a) Rs. 100 per month in charge of 1st class district Jails.	
		(b) Rs. 75 per month in case of 2nd c l a s s district Jails.	
		(c) Rs. 50 per month in cases of 3rd c l a s s district Jails.	
2	Assistant Surgeon, Grade I for holding collateral charge of superintendency of Sub-Jails.	Rs. 30 per month	

Serial No.	Name of posts	Existing rates of special pay	Remarks
1	2	3	4
3	Assistant Surg e o n, Grade III for hold- ing collateral charge of Deputy Superin- tendency-cum-Medi- cal Officer of sub- sidiary Jails where superintendents are magisterial officers.	Rs. 10 per month	
4	Head Warders for shouldering ext r a responsibilities in subsidiary jails on the basis of daily average population of the preceding year.	(a) Rs. 5 per month.  (b) Rs. 4 per month.  (c) Rs. 3 per month.	
		HOME (P.R.)	
1	Senior Grade Typist	Rs. 12	
		POLICE	
2	Serge an t-Major (O. M. P.) Serge an t-Major	Rs. 50	It was observed by the Committee all Sergeant-Majors irrespective of the branch they are posted are in receipt
3	(Rajvaban).  Serge an t-Major (P. T. C.)	Rs. 40	of a special pay which is unusual. All of them would no doubt get rent-free con- cession which is attached
4	Ser g e an t-Maj o r s (Districts).	Rs. 30	to this post due to the very nature of his duties. But there appears to be hardly any justification for treating all cases of Sergeant-Majors so far as the grant of special pay is concerned only some of them should be distinguished as being particularly of ardous nature, deserving

S erial No.	Name of posts	Existing rates of special pay	Remarks
1	2	3	4
			consideration of grant of special pay. The IG., Police appreciated this point and strongly recommended that only 4 posts of Sergeant-Majors—2 in O. M. P., 1 in Rajbhavan and 1 in P. T C. should get special pay being a class apart and being of especially arduous nature, and the work of the Sergeant-Major, Districts happens to be a normal assignment not warranting grant of special pay.
5	Steno. Officer	Rs. 20 as Steno. allowance for 10 Steno. Sub-Ins- pectors.	These enjoyed rent-free concession and are in the scale of Rs. 100—180 the Bihar scale being Rs. 100—190 and the M. P. scale Rs. 80—160.
6	Reporter Sub-Inspector.	Rs. 25 for reporting in English Bengali and Oriya	The Committee agreed to the grant of special pay in the case of Reporter S. I. on the same ground as in the case of similar posts of C. I. D. in special Branch. As regards the Stenos. they are 25 in all and in scale of Rs. 100—150 with the prescribed scale of Sub-Inspector of Police of which II. Stenos. are in the districts attached to S. Ps. with a special pay of Rs. 20. It was pointed out that these Stenos. they get higher scale of pay than their counterparts in other District Organisations and they have been fitted in the prescribed scale of the Sub-Inspector of Police and a special pay was granted for the extra work on the Stenos. attached to the District Police heads. The

Serial No.	Name of posts	Existing rates of special pay	Remarks
1	2	3	4
			Committee agreed to its continuance.
7	Pigeon Sub-Inspector	Rs. 25	
8	Havil da r-M a jo r attached to Districts	Rs. 5	They are 13 in all and in the scale of Rs. 50—90 as prescribed for A. SI. It was contended that the duties of these Drivers are onerous enough being in charge of a number of vehicles which should always be kept at the highest pitch of efficiency of the organisation and Havildar-Major supervises the work of Driver-Havildars and Driver-Constables and undertake minor repairs. In view of this as well as the need for fitting these posts in the Police scale in the interest of the discipline of the organisation, it will not be justifiable to bring them on par with the Drivers in general line and grant of special pay is called for.
9	Naiks of the O. M. P. Constables, Sepoys of the Armed Police.		
10	Lance Naiks of the District A. P. R.	Rs. 1-8 for each	1
11	Buglers attached to District and P. T. C	Rs. 2 bugler's special pay	

Serial No.	Name of	post	Existing rates of special pay	Remarks
1	2		3	4
12	Constables		(i) Rs. 9 for Constables attached to G. I. D.  (ii) Rs. 6 for Constables attached to Anti-Corruption.  (iii) Rs. 3 for Constables attached to Hirakud Security Force.	present all Orderlies and

Serial No.	Name of posts	Existing rates of special pay	Remarks
1	2	3	. 4
13	Assistant Drivers	Rs. 2 each	Here also the Committee agreed to the continuance of the special pay for the arduous nature of duties performed by these Drivers in contrast with Drivers of other Departments. It was suggested a trade tests should also be prescribed by the IG., Police for these category of posts so as to enable them to undergo a course after which they should qualify for promotion as Driver-Havildars.
14	Constables attached to Pigeon Carrier Service of District and P. T. C.	Rs. 10 each	
15	Armourer-Constables posted to Districts and P. T. C.	Rs. 3 each	
16	Constable attach ed to District Band Party.	Rs. 3 each	
17	Constables attached to D.I.B.	Rs. 3 each	
18	Constables attached to T.O.Ps., Traffic staff, Governor's route lining staff.	Rs. 3 each	

Serial No.	Name of posts	Existing rates of special pay	Remarks
1	2	3	4
19	Literacy special pay to Matric ulate constables up to 8 per cent of the total sanctioned strength of A. SI.	Rs. 5 each	This has been in existence as an encouragement to the matriculates getting into the constable grade. These literate constables do useful work in Thana like copying reports etc. The Committee, however, decided that there should not be percentage system in the grant of extra remuneration and that such literate constables may be allowed to start with Rs. 33 in the scale of Rs. 28-1/2-40. It was explained to the
20	Havildars	Rs. 5 each	Committee that the total literate constables at present required in the district is 376 out of 1,200 and 25 out of 800 in the Battalions.  The scale of pay attached to the post is Rs. 45-65 with a special pay of Rs. 5. The Committee took the view that since the work of these drivers connot be equated with that of drivers of other Department and these driver Havildars being attached to the A. P. R. have to
			work under pressure in transportation of armed force to different areas during emergencies, special consideration has to be accorded to these staff. The special pay was allowed to continue.
21	Havildars when attached to Dist. Arm Reserves.	Rs. 3 each	This being a part of the striking force organisation and the nature of duties being arduous enough, it was agreed that the special pay granted to these Havildars should be allowed to continue.

Serial No.	Name of posts	Existing rates of special pay	Remarks
1	2	3	4
22	Range Ar m o u r e r Havildar attached to the District of Cuttack, Dhenkanal Samba l p u r and Koraput.	Rs. 12 each	As in the case of wireless staff, it was felt that necessary qualifications should be prescribed for the Armourers attached to the districts as well as to Ranges which if satisfied in each case should merit them special pay. At present the Armourers gets some training in army and a certificate for the course they undergo there before they are appointed in the organisations. Here also it was decided that necessary proficiency tests should be held at different stages for assessment of the ability of the staff in meriting enjoyment of special pay. Subject to this observation ever which the IG Police will be offering concrete suggestions, the Committee agreed to the continuance of the Special pay.
23	Armourer . Havildar of O. M. P.  Driver Havildar of O. M. P.		In view of the general decision that the staff attached to O. M. P. should be given special pay, the Committee agreed to its continuance. Thay are in receipt of special pay for proficiency in the trade of signals over and above their normal units special pay. The Havildars and Driver Havildars of O. M. P. are usually attached to the signalling section and so also the Havildar Armourers in the district constitute a small staff of signallers and they get the special pay for the proficiency in the trade.

Serial No.	Name of posts	Existing rates of special pay	Remarks
1	2	3	4
24	Havildars attached to T. O Ps., Traffic staff and Governor's route lining staff.		It was explained to the Committee that the duties attached to these posts are onerous enough calling for rigid discipline and hard work in odd hours (with no fixed hours of duty) and especially the traffic staff as well as the route lining staff of the Governor have to work under he a v y pressure remaining alert in duty without any regard for the vici situdes of weather in all seasons. The Committee appreciated the ardu ous nature of duties attached to these posts and agreed to the continuance of the special pay.
25	Band Party havildars attached to Dists.	Rs. 10 each	The band staff being given special pay for special nature of the work they perform as has been explained, the Committee agreed to its continuance.
26	Inspector Subedar (In C. I. D., Anti-Corruption and Hirakud Security Force).	Rs. 42	The Committee in its earlier sitting had agreed to the grant of special pay in case of C. l. D. and Hirakud Security Force. As regards the Anti-Corruption Branch it was contended that this was on par with C. l. D., the personnel being as a matter of fact taken from the C. I. D. Branch. As regards the special pay granted to the C. I. D. personnel this practice has been in vogue for a considerably long period and only picked personnel are sent to this organisation. The Committee however did not

Serial No.	Name of posts	Existing rates of special pay	Remarks
1	2	3	4
2.7	Reporter Inspector of C. I. D. S. I. (D. I. B.) S. I., C. I. D., Anticorruption. H. S. F A. S. Is. attached to D. I. B. A. S. Is. of C. I. D., Special Barnch.	Rs. 50 Rs. 25 Rs. 25 Rs. 15	recommended any change in the existing system and have asked the Home Department to undertake review of the cases in due course in view of the recent changes if the work of the Special Branch of C. I. D. is still to be characterised involving higher responsibilities and calling for special aptitute. However once this is conceded to the C. I. D., the Committee felt that no discrimination be made in case of the Anticorruption Branch. It my be mentioned here that the Inspectors are in receipt of rent-free concession. For the present grant of special pay to the C. I. D personnel in general was agreed to.
	Anti-Corruption and Hirakud Secu r i t y Force, Crime Branch	Rs. 15	
	A. S. Is. of F. P. Bureau of C. I. D., Crime Branch.	Rs.15	The Committee agreed to its continuance as in case of C. I. D. D. I. B., Special Branch, etc.

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
28	Constable attached to detective staff of the G. R. P.	Rs. 5 each	
		P. T. C.	
29	Inspector of P. T. C.	Rs. 20	The Committee were of the view this was in the nature of the teaching allowance and this post called for extra labour being put forth by the officer as preparation for this teaching work. Hence grant of special pay.
30	Sergeant, P. T. C.	Rs. 10	He is a staff officer in charge of clothing store and undertakes the training of lower ranks. The Committee agreed to the continuance of the special pay, its being of the nature of a teaching allowance.
31	SI. Instructor, P.T.C.	Rs. 10	The Committee agreed to its continuance being of the nature of a teaching allowance.
32	Drill Instructors of P. T. C., Angul.	Rs. 3	This was agreed to on the analogy of other posts of P. T. C.
		WIRELESS	
33	Inspectors, Wireless Grid.	Rs. 50	
34	SI. Mechanics of the Wireless Grid.	Rs. 35	The Committee agreed to the continuance of special pay and observed that
35	SI. Operator, Wireless Grid.	Rs. 30	pay and observed that proper rules of recruitment and promotions should be framed.

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
36	R. SI. Wireless Grid	Rs. 15	
37	A. SI. Mechanics Wireless Grid.	Rs. 30	
38	A. SI. Operator, Gr. II of Wireless Grid.	Rs. 25	The Committee agreed to the continuance of special
39	A. SI. Operator, Gr. III of Wireless Grid.	Rs. 15	pay and observed that proper rules of recruitment and promotions should be framed.
40	Messenger constables attached to W. T. Grid.	Rs. 5	
		RAJBHAVAN	,
41	Havildars attached to Raj Bhavan Guard.	Rs. 7 each	
42	Constable attached to Raj Bhavan Guard.	Rs. 3 each	
43	SI. attached to Governor's special Guard.	Rs. 25	
		SIGNALLING	
. 44	Signalling special pay of 2 Havildars of Ganjam and Kora- put.	Signalling special pay at Rs. 2 each.	
45	Fire man attached to the fire service.	Rs. 5	Continuance of the special pay was agreed to in view of the arduous nature of duties performed by the staff.

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4

## FIRE SERVICE

		LIKE SEKAICE	2
46	Station Officer, Fire Service.	Rs. 15	It was pointed out by the IG., Police that the duties of the Station Officer, Fire Service are arduous enough since he was required to attend to urgent fire calls and fight fire in addition to exercising supervisory control over his staff. The Station Officer is in the scale of Rs. 100—180 (time-scale of pay for SI.) and enjoyed rent-free concession. The scales of pay in other States are as follows:—  Assam—Rs. 100—250  Madras—Rs. 150—200  U. P.—Rs. 200—350  Bihar—Rs. 100—190 with no special pay. The Committee appreciated the contention that the nature of duties attached to such posts are arduous enough and called for grant of extra remuneration in the shape of special pay. The Committee felt that the Fire Service personnel deserve to get higher emoluments than their counterparts in the general line and pending fixation of appropriate scale of pay for these personnel which will be taken up by the Administrative Department in the due course, statusquo regarding special pay is to be retained in cases of fire service personnel in all grades.

Serial No.	Name of posts	Existing rates of special pay	Remarks
1	2	3	4
47	Assistant Station Officer of Fire Service.	Rs. 10	
48	Havildar Mech a n i c attached Headquar- ter of Fire Service.	Rs. 15	
48	Leading Fire man and Driver-Havildar of Fire Service.	Rs. 7 each	As has been explained in the statement the onerous nature of duties as well as element of risk attached to these posts afford full justification of continuance of special pay especially when they are attached to the Fire organisation. The Driver-Habildar is in receipt of an additional remuneration for the duties he has to perform in the signalling side as well.

#### **GENERAL**

The Committee felt that for posts relating to specific trades like Signallers, Armourers, Buglers, Drivers and Machanic, Assistant Drivers, etc., a regular training course should be prescribed and the candidates should appear at trade tests from time to time so as to merit their promotions instead of such promotions being automatic. The I.-G. Police was asked as in the case of wireless staff to formulate a definite scheme in this regard and put up to the Government early.

#### **EDUCATION DEPARTMENT**

Deputy Directors of Public Instruction.  At the rate of 20 per cent of their grade pays ubject to the maximum of Rs. 150 and minimum of Rs. 100.
--

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
2	Principal, Vikram Dev College.	At the rate of 20 per cent of his grade pay subject to the maximum of Rs. 60 per month.	
3	P. A. to the D. P. I.	At the rate of 20 per cent of his grade pay subject to the maximum of Rs. 60 per month.	
	WO	RKS DEPARTMENT	
1	Assistant to Chief Engineer (P. W. D.)	Rs. 100	
2	Assistant to Additional Chief Engineer (Irrigation).	Rs. 100	
3	Designs Engineer, Office of C. E., Electricity.	Rs. 100	
4	Assistant to the Chief Engineer, Electricity.	Rs. 100	·
5	Assistant Engineers, in charge of Drawing branches.	Rs. 50 each	
6	Personal Assistants of S. Es.	Rs. 50 each	
7	P. A. to Public Health Engineer.	Rs. 50	
8	Sub-Deputy Collector in charge of the Orissa Canal Revenue Division.	Rs. 50	

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
9	Civil Overseers under the Chief Engineer, Electricity (for survey work in agency tracts)	Rs. 20	
10	Civil Overseers under the C. E., Electricity engaged in survey work in plain area for orduous nature of work.	Rs. 10	
11	Draftsman, Cuttack Division for doing ferroprinting work.	Rs. 10	
12	Lower Division Clerk for doing accounts work in Divisional Office.	Rs. 10	
13	Superintendent		
	(i) Jaw Millery (Petrol, etc.)	सन्यमेव जयते	
	(ii) Soromilly, Surda and Russel- nda Reser- voir.	Rs. 10	
	Tracer for Ferroprinting works under the Chief Engineer, Electricity.	Rs. 10	

## TRANSPORT DEPARTMENT

1	Deputy Transport	Rs. 150	
1 2	Deputy Transport Controller. Special Officer-cum- Secretary, State Transport Authority.	Deputation allo- wance at the	
		maximum of Rs. 100.	

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
3	Chief Auditor, Transport.	Deputation allowance at the rate of 20 per cent of his pay.	
4	Caretaker, Orissa Secretariat, Home Department.	20 per cent of pay subject to a maximum of Rs. 15 a month.	

## INDUSTRIES DEPARTMENT

		FRINKS ELL	
1	Assistant Director of Industries (General) Orissa.	20 per cent of pay.	
2	Lecturer (Civil) Orissa School of Engineering.		
3	Lecturer (Mechanical) Orissa School of Engineering.	सन्यमेव जयते	
4	Special Lecturer (Electrical) Orissa School of Enginee- ring.	20 per cent of pay.	nature of teaching allowances the Committee considered that there was justification
5	Lecturer (Electrical), Orissa School of Engineering.		for the grant of teaching allowance in this case.

#### RELIEF AND REHABILITATION DEPARTMENT

ment.	The special pay is said to have been sanctioned for the post as the officer has been specially authorised to authenticate Government orders in addition to his normal duties. The Committee found that this is not an
-------	---

erial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
		सयम्ब ज्यन	adequate ground for gran of any special pay. The Committee understand that the officer is doing most Secretariat work althoughe has to undertake towalso on certain occasions. The officer has not bee designated as Under-Secretary or Assistant Secretary the Committee feel that the grant of special pay in the case should be regularise by appointing officer as Assistant Secretary or Under Secretary. The present arrangement under which the officer is being asked the authenticate Government orders and allowed 20 pecent of his grade pay a special pay does not seen to be proper or even conductive to efficiency. The Secretary, R and R. Department who is a member of the Committee agreed to take up the question and maken necessary proposals for regularising the matter Pending action on the lines by the R. & R. Department, the Committee agreed to the continuance of the special pay for this post.
2	Head Typist	Rs. 12	
3	Commandant, Charbatia Relief Camp.	Rs. 20 per cent of grade pay.	
4	Agriculture Super- visor-cum-Welfa r e Officer.	Rs. 20 per cent of pay.	

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
5	Assistant Engineer, Balimela Pilot Scheme.	Rs. 20 per cent of the grade pay.	The Committee agreed to the special pay as the condition in which the officers were working were found to be difficult and the Committee were of the opinion that performance of their duties had been rendered arduous thereby.
6	Overseers, Balimela Pilot Scheme.		
	HEALTH	(MEDICAL) DE	PARTMENT
2	Clinical Pathologist  Medical Officer in charge of Pastour centre of the S. C. B.	month.  Rs. 25 per month.	continuance of the special pay which is for the extra duties developed on the incumbent in attending to Leprosy Clinic of the S. C. B. Medical College.
	Medical College, Hospital.		
3	Radiologist, Sambalpur and Sundargarh	Rs. 70 per month.	The special pay was being allowed to the Radiologists, Sambalpur for doing radiological work in Headquarters Hospital, Sundargarh. The Committee understand that recently post of a part-time Radiolgist for the Headquarters hospital, Sundargarh has been created and the Department have taken steps to withdraw the special pay granted. However, the Radiologist at Sambalpur will be allowed the special pay of Rs. 25 per month as risk allowance as is being allowed to all part-time Radiologist in Headquarters Hospital.

Serial No.	Name of the post	Existing rates of special pay	Remarks
1	2	3	4
4	Radiologist for T. B. Hospital, Uditna- rayanpur and Head- quarters Hospital at Bhawanipatna and Bolangir.	Rs. 60 per month.	The Radiologist for T. B. Hospital and Heaquarters Hospital are being allowed Rs. 60 per month for doing the work radiology at .3 different places. The Committee agreed to the continuance of the special pay so long as the present arrangement to do the radiological work at 3 different places is continued. The Committee understand that higher special pay than normally is allowed to a part-time Radiologist at the Headquarters Hospital is being allowed to these Radiologist on account of the fact that they are not allowed any T. A. for attending to radiological work at places situated other than their headquarters.
5	Assistant Surgeons, Gr. I, Headquarters Hospital, Bar.pada.	Rs. 25 per month.	The Committee agreed to the special pay as it is in the nature of risk allowance for doing radiological work.
6	Medical Officer at Head quarters Hospitals, Puri, Balasore, Berhampur, Koraput and Capital Hospital, Bhubaneswar.	Rs. 25 per month.	The Committee agreed to the special pay as it is in the nature of risk allowance for doing radiological work.
7	Assistant Surgeon, Grade I., I. D. Hos- pital, Puri. Assistant Surgeon, Head-quarters Hos- pital, Puri.	Rs. 75 per month  20 per cent of pay subject to a maximum of Rs. 75 per month.	special pay at present given is in the nature of teaching allowance.

Serial No.	Name of post	Existing rates of special pay	Remarks	
1	2	3	4	
8	Assistant Surgeon, Grade II, Puri Leprosy Colony.	Rs. 40 p.m.	The special pay at present allowed is for arduous nature of duty. This is in accordance with rule 40 of the O. S. C. The Committee agreed to the continuance of the special pay.	
9	Assistant Surgeon, Grade II, Raj- bhaban staff dis- pensary.	Rs. 20 p.m.	The present special pay sanctioned for the post on account of arduous nature of its duties. It is in accordance with rule 40 of O. S. C. The Committee decided to recommend the continuance of the special pay.	
10	Assistant Surgeon, Grade III, attached to all Jails in the State Juvenile Jail, Angul, Special Sub- Jail, Ruselkunda.	Rs. 10 p.m.	The special pay as present allowed is for the arduous nature of the duties. The Committee agreed to the continuance of the special pay as it was in accordance with rule 40 of O. S. C. The Committee however find that the Assistant Surgeons are given facility of house-rent altowance as well. The Committee have already enunciated general principle that in cases where special pay has been allowed to an officer in regard to any of the factors mentioned in rule 40 of the O. S. C. he should not be given any other concessions such as rent free quarters or house rent allowance in lieu thereof. The Committee, however, feel that in this case as the amount of special pay allowed is very low, namely Rs. 10 the general principle need not be applied in this case.	

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
11	Assistant Surgeon, Grade II attached to Police Training College, Angul.	Rs. 75 p.m.	The Committee agreed to the special pay as it is in the nature of teaching allowance given to the incumbent for delivering lecturers in the Police Training College.
12	Assistant Surgeon, Grade II attached to O. M. P., Cuttack.	Rs. 20 p.m.	The Committee agreed to the special pay as it is being given at present for arduous nature of duties which is one of the condition for which special pay can be given under rule 40 O. S. C. But the Committee observed that in case the officer is given a house rent allowance, he should not in accordance with the general principle enunciated in this regard be allowed both the concession but only one of them i. e. either house rent or the special pay.
13	Assistant Surgeon, Grade II, Headquarters Hospital, Puri.	20 per cent of pay s u b j e c t to maximum of Rs. 75 p. m. each.	of teaching allowance. But
14	Nursing staff of Government T. B. Hospital, Kalahandi.	Rs. 20 per cent of their pay.	The special pay at present sanctioned is in the nature of risk allowance. The Committee agreed to the continuance of the special pay.

Serial No.	Name of post	Existing rate of Special pay	Remarks
1	2	3	4
15	Head Compounder, Orissa Medical College Hospital.	Rs. 10 p.m.	The special pay is said to be for the extra work in connection with distribution of cholera vaccine. This is admissible under rule 40 of O.S.C. The Committee agreed to its continuance.
16	Second Compounder, Orissa Medical College.	Rs. 5 p.m.	The special pay allowed is for doing additional work in the Pasteur institute. The Committee agreed to the continuance of the special pay as it is admissible in accordance with rule 40 of the O. S. C.
17	Senior Kaviraj of G. A. V., Puri.	Rs. 25 p.m.	The special pay at present sanctioned is in the nature of allowance for Superintendent of the hospital. The Committee agree to the continuance of the special pay.

## PUBLIC HEALTH DEPARTMENT

1	Health Officer of second class Municipalities.	Rs. 20 p.m. each	
2	Special Health Ins- pector.	Rs. 25 p.m. each	
3	Assistant Malaria Officer.	Rs. 40 p.m.	The special pay at present allowed is in recognition of the extra work done by the Assistant Malaria Officer in connection with Malaria Control Unit, Cuttack. The position is that in case of each Malaria Control Unit there is a separate Officer in-charge. But at Cuttack, the Malaria unit has been put under charge of Assistant Malaria Officer and he is performing these duties in

Serial No.	Name of post	Existing rate of Special pay	Remarks
1	2	3	4
			addition to his own duties as Assistant Malaria Officer. This means the present special pay is for extra work done by the officer and as such sames admissible under Rule 40 O. S. C. The Committee decided to recommend the continuance of the special pay but were of the view that Health Department should examine whether special pay could not be discontinued by including the Malaria Control Unit at Cuttack in another existing officer's charge.

## COMMERCE DEPARTMENT

Government Press.	his substantive pay.	for shouldering additional responsibility for work en rusted to the Superintendent in regard to the post of Principal of the School of Printing and Allied Trade. The Committee a greed to the continuance of the special pay as it is in the nature of teaching allowance and is in recognition of increase in duties. The Committee understand that at present arrangement under which the Superintendent is functioning as Principal of the School is a temporary one and will come to an end soon and the special pay enjoyed by the Superintendent will cease to exist.
Deputy Superintendent Government Press.	20 per cent of his pay.	The present special pay is for working as part-time Lecturer in the School. This is in recognition of the extra work devolved on him and is in the nature of a teaching allowance. The Committee recommend to the continu-
	Deputy Superintendent Government Press.	Deputy Superintendent 20 per cent of

Serial No.	Name of post	Existing rates of special pay	Remarks
.1	2	3	4
3	Machine man of the Government Press.	Rs. 15 per month	The special pay is being given to the Machineman to atiend to the repairing work of the Machines. The Committee understand that this is only a temporary arrangement and the Department are soon going to appoint a separate officer for looking after the repair work. The Committee agreed to the continuance of the special pay for the time being until a separate post if created.
4	Type-Store Keeper of the Gover n m e n t Press.		The present special pay is given to the Type Store Keeper for looking after the work of the Lino and Mono machines. The Committee agreed to the special pay only for the time being till some arrangements are made by the Department to create a separate post for looking after the work of the Lino and Mono machines.

#### SUPPLY DEPARTMENT

1	Head Typist		20 per ce his basic		The present special pay is in accordance with the principle enunciated in Home Department Resolution No.21567-A, dated the 17th December 1949. The incumbent is getting a special pay at 20 per cent of his basic pay. The Committee find that the Resolution lays down that special pay at 20 per cent will be given only if the number of the typists in the Issue Section increases 7 (seven). The Committee agreed to the continuance of
---	-------------	--	------------------------	--	--

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
			the special pay subject to the condition that the amount of special pay is strictly regulated in accordance with the rates prescribed in the above quoted resolution of the Home Department.

## TRIBAL AND RURAL WELFARE DEPARTMENT

Poultry Officer Rs.	The present special pay is said to be given in view of the arduous nature of duties involved for looking after the poultry work in the Department as a whole by the Poultry Officer. The Committee understand that the Department is going to borrow the services of a technical man from the Veterinary Department for the job and the present incumbent who has been brought from the field staff of the Tribal and Rural Welfare Department would revert to his post. The Committee agreed to the continuance of the special pay for the time being the present Poultry Officer will cease to draw the special pay as soon as he reverted and a technically qualified person will not be allowed any special pay when appointed to this post as he will have his own scale.
---------------------	--

#### LABOUR DEPARTMENT

ELIBOOK DELIMINATION			
1 Labour Commissioner F-cum-Chief Inspector of Factories.	Rs. 50 per	month	The special pay is being given on account of duties which the incumbent of the post has performed as Head of the Department. This is in consonance with the principle

Slerial No.	Name of posts	Existing rates of special pay	Remarks
1	2	3	4
			agreed to for grant of special pay to I. A. S. and O. A. S. Officers when appointed as Head of the Department. The Committee decided to recommend the continuance of the special pay.

## LAW DEPARTMENT

1	Registrar, Civil Court, Cuttack/Berhampur.	Rs. 50 per month	The present special pay is stated to be given in recognition of the nature of their work which is considered to be arduous. The Committee agreed to the continuance of the special pay in view of the nature of duties which are arduous.
2	Commissioner of Endowment.	Rs. 100 per month.	The special pay is being given on account of the specific increase in duties and responsibilities of the incumbent who is a Sub-Judge. The Committee agreed to the continuance of the special pay.
3	Assistant Endowment Commissioner.	Rs. 75 per month	The special pay has been sanctioned in recognition of increase in responsibilities of the work of the incumbent who is a Munsif. The Committee agreed to the continuance of the special pay.

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4

#### POLITICAL AND SERVICES DEPARTMENT

		DERVICES B
1	Land Acquisition Officer, Re-settle- ment, Hirakud Land Organisation.	Rs. 150
2	Re-settlement Officer, (Periphery).	Rs. 150
3	Re-settlement Officer, Reclamation Camp (H. L. O.).	Rs. 150
4	Addl. Land Acquisition Officer (Canals) (H.L.O.).	Rs. 100
5	Special Forest Officer (H. L. O.).	Rs. 100
6	Agricultural Development Officer (H. L. O.).	Rs. 120
7	Circle Officers (Dy. Collectors) (H. L. O.).	Rs. 150
8	Officer in charge (Dy. Collector) (H. L. O.).	Rs. 100
9	Zone Officers (Sub- Dy. Collectors) (H. L. O.).	Rs. 50
10	Non-Gazetted Tahasil	Rs. 30
11	dar (H. L. O.). Land Acquisition and Resettlement Officer Machkund Hydro- Electric Project.	
12	Assistant Resettle- ment Officer, Machkund Hydro- Electric Project.	Rs. 50 Special pay.
		<del></del>

The special pay in these cases were being given in recognition of arduousness of the duties of the incumbents. Besides, the Committee understand that the Officers on the analogy of the staff working in Hirakud Dam Project have been getting construction allowance for some time now in addition to the special pays drawn by them. The Committee further understand that it has been decided tentatively to withdraw the construction allowance by the end of 1958. The special pays should be allowed to continue.

The Committee agreed to the continuance of the special pay as it had been granted in recognition of arduousness and specific increase in duties which is in accordance with rule 40 of the Orissa Service Code.

Serial No.	Name of posts	Existing rates of special pay	Remarks
1	2	3	4
13	Block Development Officer, Bargarh.	Rs. 75 per month	The special pay being given to the incumbent is in recognition of the extra work which is done by him as compared with Block Development Officers of other blocks. The Committee understand that this is a temporary feature and the extra work will no longer be there when the Block relapsed to normal National Extension Service pattern. It was decided that the special pay should be continued till the block relapsed to normal National Extension Service pattern after which it will be discontinued.
14 15 16	Midwives Dais Block Medical Officer	Rs. 15 per month Rs. 10 per month Rs. 135 per month.	This is not exactly special pay but compensatory allowance
	DEVE	OPMENT DEPA	-
1	Director of Agricul-		
2.	ture. Personal Assistant to the Director of Agriculture.		The Committee have agreed to special pay for Personal Assistants of other Heads of Departments. It was decided to agree to the continuance of the special pay in this case also. But the Committee observed that there should be uniform principle at which special pay should be granted in such cases, and decided that in this case as has been decided in other cases, the special pay should be at 20 per cent of the grade pay of the officer subject to maximum of Rs. 75.

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4

## DEVELOPMENT (FOREST) DEPARTMENT

		,	
3	P. A., C. C. F	20 per cent of pay subject to maximum of Rs. 75 in case of Class I Officer and 20 per cent of pay subject to maximum of Rs. 60 in case of Class II Officer.	
4	Working Plans Officers, Sambalpur.	Rs. 75	
5	Working Plan Ranger	Rs. 25	
6	Orderlies	Rs. 5 ह्यापेन ज्याने	
7	Forest Ranger and Surveyor Draftsman.	Rs. 26	
8	Forest Ranger, Forest Chard, Deputy Ranger of Ghumusur North and South Division.		The Committee were of the view that special pay should be continued only if the places of posting of these staff in these Divisions were treated as unhealthy localities. The Committee also agreed that in case the places were treated as in a c c e s s i ble, compensatory allowance in the shape of special pay may be allowed as in similar other cases in the Forest Department.

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
	·SILV	CULTURAL DIV	ISION
9	Silviculturist	20 per cent of pay subject to maximum of Rs. 75.	The special pay is said to be given in recognition of extra work done by them by way of research. The Committee agreed to the continuance of
10	Forest Ranger	Rs. 25	special pay.
	Deputy Ranger	Rs. 15	
	Forest Utilisation Officer.	20 per cent of pay subject to a maximum of Rs. 75.	
	VETER	INARY DEPART	MENT
1	Inspector in charge of Stockman Training Class.	VIATREPPREDICTION	
2	Office Vete r i n a r y Assistant Surgeon.	20 per cent of basic pay.	
3	Research Assistant	25 per cent of basic pay.	
4	Veterinary Stockman Propaganda Van.		
		ERATION DEPAR	· · -
1	Personal Assistant to Registrar.	20 per cent of his pay subject to a maximum of Rs. 60.	
2	Audit Officer, Central Circle.	Rs. 50	
3	Education and Propaganda Officer.	20 per cent of his pay.	The Committee decided that there was no justification for grant of special pay but as the present incumbent was a re-employed officer and was appointed on the specific understanding that he will get special pay, the special pay should continue until such time as the present incumbent continues.

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
4	Principal, Co-operative Training Institute, Cuttack.	Rs. 100	The special pay is in the nature of teaching allowance and the Committee have no objection to the continuance of the special pay. But the Committee find that the rate of special pay is not the same as allowed for similar other institution at other places in the State. The Committee decided that the special pay in this case should be at the rate of 20 per cent of pay of the incumbent of the post.
5	Principal, Sambalpur	20 per cent of	
6	Principal, Business Manager, Training Institute, Gopal-	pay. 20 per cent of pay.	
7	pur. Personal Assistant to Joint Reg i s t r a r, Khadi and Village Industries.	20 per cent of pay.	The Committee agreed to the continuance of the special pay so long as the post is held by an Assistant Registrar of Co-operative Societies.
	REVENUE	AND EXCISE DI	EPARTMENT
1	Sadar Sub-Registrar	20 per cent of their grade pay up to the maxi- mum of Rs. 50.	
3	Compensation Officer Compensation Officer of S. D. O's rank.		The Committee decided that the circumstances under which special pay at different rates had been allowed to compensation officers do not exist any more and it should be allowed at one rate to all compensation officers. The Committee further decided that the rate

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
			of special pay should be 20 per cent subject to minimum of Rs. 75 and maximum of Rs. 100. However, the decision of the Committee should be applicable to only new entrants and the officers who had already been appointed as Compensation Officer should continue to get special pay at the rates.
4	Personal Assistant to Director of Land Reforms.	20 per cent of pay subject to maximum of Rs. 75.	special pay in this case should be granted at the same rate as in the case of Compensation Officers for new entrants recommended by the Com-
5	Financial Advisor to Board of Revenue.	Rs. 150	mittee.
6 · 7 ·	Director of Land Reforms. Settlement Officer	Rs. 150	
8	I. A. S. Officer	Rs. 100	
9	(A.S.Os.) Charge Officer	Rs. 100	
10	Deputy Collectors (Settlement).	20 per cent of their substantive pay subject to maximum of Rs. 100 and minimum of	
11	Sub-Deputy Collectors (Settlement).	Rs. 75. 20 per cent of their substantive pay subject to minimum of Rs. 50.	
12	Non-gazetted Settle- ment Officer.	Rs. 50	

#### ANNEXURE R

## RECOMMENDATIONS OF THE SPECIAL PAY COMMITTEE FOR DISCONTINUANCE OF SPECIAL PAY

## Name of Department—Home

Serial No.	Name of post	Existing rates of special pay	Remarks
1.	2	3	4

#### LEGISLATIVE ASSEMBLY

1 Chief Reporter .. | Rs. 50 | It was felt that there was no justification for this special pay after the creation of the special post of Editor.

#### SECRETARIAT

1

Serial No.	Name of post	Existing rates of special pay	R <b>e</b> mar <b>k</b> s
1	2	3	4
		HOME (POLICE)	
1	Building Station Officer of the Fire Service.	Rs. 25 per month	There is one post of Building Station Officer in Fire Service who does the plans and estimates for departmental construction of buildings and looks after their maintenance. The Committee felt that there is no case for grant of special pay and recommended that a regular qualified Overseer from P. W. D. would be brought to this Branch with advantage.
1	Subedars (O. M. P.)	Rs. 25 O. M. P. each.	In the cases of O. M. P. personnel it was felt that it would be more appropriate
2	Sergeant posted to O. M. P.	Rs. 35 each	to fix special scales of pay and abolish special pays.  Home Secretary stated that
3	Jamadars, Reserve SI., O. M. P.	Rs. 15 each	he would examine the matter further.
4	R. A.SIs. of O.M.P.	Rs. 7 each	
5	Havildar Major, O. M. P.	Rs. 18 each	
6	Band Havildar Major of O. M. P.	Rs. 15	
7	Head Driver of O. M. P.	Rs. 15	
8	Gurkha Havildars of O. M. P.	Rs. 15 each	
9	Oriya Havildars	Rs. 7 each	
10	Signalling Havildars of 'M.P.	Rs. 5 signalling special pay.	

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
11	Oriya Naiks, Lance Naiks and Sepoys of O. M. P.	Rs. 5 each	
12	Gurkha Naiks, Lance Naiks and Sepoys of O. M. P.	Rs. 13 each	
13	Band Party Sepoys of O. M. P.	Rs. 3 each	
14	Signalling Naik and Armourer Naiks in O. M. P.	Rs. 3 each	
15	Buglers Sepoys, Tailor Sepoys, Mochi Orderly Sepoys, Signalling Sepoys, Lance Naiks, Assistant Drivers.	Y 73 Y V U V	

#### **MINISTERIAL OFFICERS**

1	Head Clerk	Rs. 30 (for first class dist.)	The Committee are of opinion that special pay is not justificable in these cases in
		Rs. 25 (for second class dist.)	view of observations made by them in regard to admissi- bility of special pay. It shall.
		Rs. 20 (for third class dist.)	however, be continued for a period of 6 months and during that period it shall
2	Accountant	Rs. 25 (for first class dist.)	be examined with reference to scales of pay of comparable services as to whether any
	i.	Rs. 20 (for second class dist.)	higher scales of pay shall or shall not be given to them.
	1	Rs. 15 (for third class dist.)	

Scrial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4

#### **EDUCATION DEPARTMENT**

Sub-Matriculate Inspectors of Schools.

the grade pay.

सन्धमन जयत

Trained I. A. and 20 per cent of At present they are getting special pay at the rate of 20 per cent of their grade pay. The reason assigned for the grant of special pay is said to be to ensure proper supervision, inspection and management of Primary Schools by encouraging acquisition of prescribed The Committee training. were of the opinion that rule 40 of the O.S.C. did not admit of grant of special pay in such circumstances and as such the special pay at present allowed should be dropped. But the Committee recommended that as it is necessary to encourage people to obtain training in the interest of proper supervision and inspection and management of Primary Schools, the Department should instead examine whether the trained Sub-Inspectors cannot allowed advance increments. The Committee recommend adoption of this course if giving of sum allurement for making people undergo is considered training necessary.

#### WORKS DEPARTMENT

1	Launch Driver, Jobra Workshop for doing Motor Mechanic Work.
	WOIK.

Rs. 10 per month, The Committee did not agree to the special pay as the extra duty in doing the Motor Mechanic work was not enough to justify grant of any special pay. The Committee decided that the Works Department should

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
			redefine the duties of Launch Driver so as to attend the duties of so-called Motor Mechanics.
2	Lower Division Clerk for doing accounts work in Subdivisional office Cashier.	Rs. 15 each	The Committee did not agree to the continuance of the special pay. It was explained to the Committee that the work in the Subdivisional offices was difficult and an encouragement in the shape of some monetary rewards was considered necessary. The Committee decided that it was a case where the Department should adopt the practice of giving some advance increments to the incumbent who passed the test which must have been prescribed but no special pay was justified. It was decided that Works Department should be requested to take steps accordingly.
3	Lower Division Clerk, Ganjam Division to do the work of Store Clerk.	Rs. 5	The Committee did not agree to the special pay. The Committee felt that the extra work which the P. W. D. Clerk was said to be performing should be treated as legitimate part of his duties.
4	Daftry for treasury duty under the Chief Engineer, Electricity.	R s. 5	The treasury duties performed by Daftry do not constitute any specific increase to his duties.
	TRA	NSPORT DEPAR	TMENT
1	Literate Peon-cum- Daftry, Transport Controller's Office.	Rs. 3	

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4

# INDUSTRIES DEPARTMENT

1	Special Officer, Koshal Industrial Syndicate.		also stated to be in the
2	Workshop Superintendent, Or is a School of Engineering.	20 per cent of pay:	At present the special pay is being allowed and the Committee understand that this is for a temporary period only as one of the lecturers is attending to the duties of the Workshop Superintendent in addition to his own duties. The Committee, however, observed that for the post of Workshop Superintendent

Serial No.	Name of posts	Existing rates of special pay	Remarks
1	2	3	4
			any person drawn from the Orissa Engineering Service should not be given any deputation allowance as his duties as Workshop Superintendent will be the same as expected from him in his parent Department as a Mechanical Engineer.

#### RELIEF AND REHABILITATION DEPARTMENT

1	Assistant Financial Advisor, Relief and Rehabilitation Department.	20 per cent of his grade pay.	Ths post is held by an officer of the junior branch of Orissa Finance Service. Officers in the Orissa Finance Service are recruited for appointment to various Departments as Financial Advisers and Assistant Financial Advisers. Their duties do not change by their being posted under different Departments. There was no justification for grant of any special pay to them. The Committee decided to recommend that the special pay in this case should be withdrawn.
2	Agricultural Assistant Engineer, Relief and Rehabilitation Department. Overseer	20 per cent of his grade pay.  20 per cent of his grade pay.	The special pay sanctioned for this post is in the nature of deputation allowance The Committee find that officers are doing the same duties as they were doing in their parent Departments. There was no justification for grant of any special pay in their case. The Committee decided to recommend the discontinuance of the special pay in their case.

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
. 3	District Rehabilitation Officer, Cuttack/ Puri/Balasore/ Additional District Rahabilitation Officer, Cuttack.	grade pay.	The special pay granted is in the nature of deputation allowance. The Committee were of the opinion that in this case grant of any deputation allowance was unjustified. The officers are performing duties which were not much different than expected from them in their parent cadre. It was decided to recommend that the special pay allowed for them should be discontinued.
4	Steno. to Secretary	Rs. 25 per month	The special pay is being allowed to the Steno. for attending to the work done by the Secretary in the Relief and Rahabilitation Department. The Committee were not in favour of grant of special pay in this case; the Committee felt that as the post of Secretary being common in the two Departments the Steno. should also be common. The Secretary, Relief and Rehabilitation Department. pointed out that there was specific increase to the duties of the incumbent who was primarily appointed as Steno. to the Secretary, Health Department. The Committee, however, were of the opinion that the position stated by the Secretary, Relief and Rehabilitation Department was not quite correct. There were other departments of Government where there was one Common Secretary for more than one Department. In such cases one Steno. only was given to

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3.	4
			allowance or special pay was being allowed to the Steno-grapher. The Committee were, therefore, of the opinion that special pay in this case should be discontinued.

#### HEALTH DEPARTMENT

| Laboratory Assistant, | 20 per cent of his The special pay is said to be on account of the extra work pay. Gopabandhu Ayur-Vidyapitha, done by the Laboratory vedic Assistant, for demonstrating Puri. educative films to students of the Gopabandhu Ayurvedic Vidyapitha, Puri. The Committee were of the opinion that the demonstration of educative films by the Laboratory Assistant in this 6 case cannot be regarded any addition to his duties but should be treated as a part of his duties as Laboratory Assistant. The Committee in सत्यमव जयत this connection observed that there was an increasing tendency on the part of the Government servants to make distinction as to what constituted their duties or not, in a particular post. This tendency the Committee observed was very danger-ous and has to be put an end to. Government servants should not be allowed to decide for themselves what will be duties which they will be expected to perform in a particular post. This is entirely the function of the Head of the Department and he is not at liberty to allot whatever duties can and by should be done particular holding person

Serial No.	Name of post	Existing rates of special pay	REMARKS
1	2	3	4
2	One assistant of the office of the D.H.S., Orissa.	Rs 25 per month	a particular post. The Committee recommend that in this case the duties of the Laboratory Assistant should be re-defined by the Head of the Department to include demonstration of educative films to the students of the Bidyapitha and special pay at present being given to the incumbent of the post should be withdrawn.  The present special pay allowed is said to be for the extra duties performed by the A-sistant for the office of the Superintendent of Ayurvedic Institutions, Orissa. The Committee felt that this was another case in which the tendency to allow Assistants to decide for themselves what are or are not their duties had manifested itself. The Committee were not in favour of the continuance of the special pay in this case. The D.H.S. who was present stated that in this case the Assistant was doing something which did not legitimately belong to him in the post held by him. The Committee did not accept the argument put forward by the D. H. S. and pointed out that if there was enough work in connection with the office of Superintendent of Ayurvedic Institution, the D. H. S. should move the Government for creation of a separate post. But so long as creation of a post was not sanctioned, one of the Assistant in his office is expected to attend to the work and recommend that special pay at present allowed should be withdrawn.

Serial No. Name of post		Existing rates of special pay	Remarks
1	2	3	4

#### SUPPLY DEPARTMENT

(	Treasury Sarkar	Rs. 5	The special pay is being given in recognition of the respon-
			sible nature of the duties. The Committee find that in
1		ļ	no other department on these
į		ļ.	grounds, Treasury Sarkars
		!	are being given any special
		į	pay. The Committee have
			decided to recommend that
		250	special pay given to the Trea-
		A STATE	sury Sarkar should be discon-
i	i	V68333	i tinued.

# LABOUR DEPARTMENT

Sale member of Tribu- nal Labour Court.	The special pay is in the nature of deputation allowance. The Committee however did not agree that there was any justification for grant of any special Pay.
--	--

#### POLITICAL & SERVICES DEPARTMENT

|--|

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
	Assistant Engineer, Community Project.	Rs. 100	The special pay said to be given is in the nature of deputation allowance. The Committee have already decided that no special pay for deputation of an officer from one Department to another Department should be allowed so long as the nature of the duties performed under the Department to which an officer belonging to one Department continue to remain the same as in the Parent Department. The Committee, therefore, decided that in this case the grant of special pay was not justified and should be discontinued.

# DEVELOPMENT DEPARTMENT

Deputy Ranger, Forest Guard, Puri Division.	Committee find that this is
	a case, where special pay is unjustified No other Government servants have been given any special pay in recognisation of higher cost of living. The special pay in these cases should be withdrawn.

# CO-OPERATIVE DEPARTMENT

Cashier, Office of the Registrar, Co-operative Societies.	20 per cent pay.	of The special pay is said to have been given in recognisation of the addition to the normal duties of one Grade I Assistant of the office of the Registrar Co-operative Societies. The Committee decided that there was no justification for the grant of
		justification for the grant of

Serial No.	Name of post	Existing rates of special pay	Remarks
1	2	3	4
			special pay to the Grade I Assistant for attending to the work of the Cashier. Such work in all Depart- ments and Offices is being done by one of the Assistants in addition to his own duties. Some arrangement should be introduced in the office of the Registrar, Co-operative Societies and the Special pay allowed to the Grade I Assistant, withdrawn.
	REV	ENUE DEPART	MENT
1	Assistant Engineers (P. W. D.) deputed	Rs. 100	The special pay was in the nature of deputation allo-

		STOL DETTIN	THEFT
1	Assistant Engineers (P. W. D.) deputed to Revenue Depart- ment.		The special pay was in the nature of deputation allowance. The Committee decided that there was no case for grant of deputation allowance on their deputation to Revenue Department. The special pay should be withdrawn.
2	S. D. O. Overseers (P. W. D.) deputed to Revenue Department.	Rs. 75	<u>  U</u>
3	Assistant Financial Adviser, Director of Land Reforms Office.	pay subject t	The special pay is being allowed to the officer as he belongs to Orissa Subordinate Administrative Services. The Committee did not find any justification for the grant of special pay and were of the opinion that the post should be filled in by any officer of the O. F. S. who will not be allowed any special pay. However, the Committee in view of the fact that services of the present incumbent will be required for some time agreed to the continuance of the special pay so long as it is held by the present incumbent.

#### ANNEXURE S

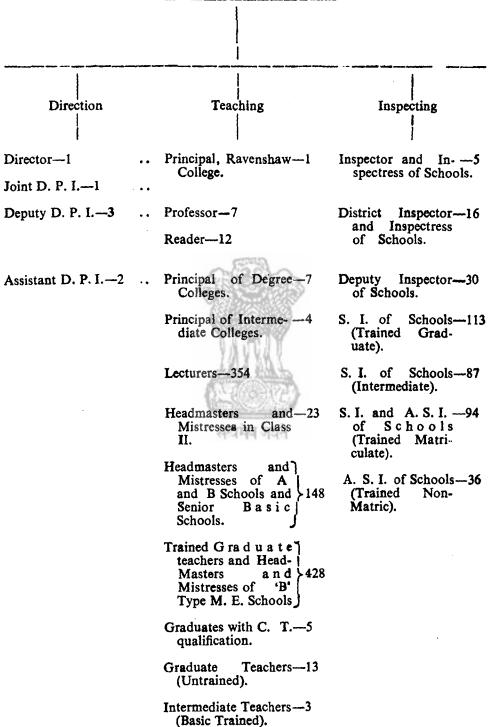
# STATEMENT SHOWING THE MAIN CATEGORIES OF POSTS TOGETHER WITH THE TOTAL NUMBER OF SUCH POSTS IN THE HIERARCHICAL SET UP OF THE DEPARTMENTS, AS ON 31ST DECEMBER 1959

#### AGRICULTURE DEPARTMENT

1			
Direction	Research & Te	aching Soil Conservation	Agricultural Engineering.
Director 1	Principal	1 Deputy Director 1	Joint Director 1
Joint Director 1	Specialist in Class—I.	6 Soil Conservation 3 Officer.	Assistant 10 Engineer.
Deputy Director 5	Specialist in ClassII.	25 Assistant Soil 8 Conservation Officer.	Engineering 16 Supervisor.
Assistant Director 2	Lecturer in Class II.	28 Senior Soil 2 Conservation Assistant.	Engineering 8 Overseer.
District Agri- 19 cultural Officer.		Soil Conserva- 32 tion Assistant.	Engineering 4 Sub-Overseer.
Agricultural 38 Supervisor.		Junior Soil 13 Conservation Assistant.	••

Agricultural 2 Overseer.	216		Field man Demonstrator.	72	<u>-</u> ·	
Agricultural 1 Sub-Overseer.	62		· · · · · ·		•	
Fieldman 8 Demonstrator.			••		•	
	INI	OUSTRIES	DEPARTMENT			
Director	r				1	l
Joint Di	irector			••		2
Deputy	Director	55	TOTAL STATE OF THE			3
	t Director	ARRI		• •		5
District	Industries	Officer		••		)
	Ţſ	IDICIAI	DEPARTMENT			
Superior	Judicial S	77 (17	T. IY		14	l
Sub-Jud		IA.	MI	••	15	
Munsif	.50	117		• •	46	
111 411011	,	Tienes M		• •	70	,
		PULICE	DEPARTMENT			
General	Police		Military I	Police	~ ~ ~	
IG.	•-•	1	Commandant		. <b>.</b>	1
D. IG.	••	2	Assistant Commar	ndant		4
A. IG.	••	2	Reserve Inspector			17
SP.	••	19	Surgeant		• •	27
D. SP.		47	Subedar		••	9
Inspector	• •	155	<b>Ja</b> madar			32
SI.	••	969	Havildar-Major		• •	83
A. S. I.		1,077	Havildar		••	• •
Havildar	• •	703	Naik		• •	112
Constable		0 578	Lance Nait/Senos	,		1 210

# EDUCATION DEPARTMENT



Intermediate	Teachers—180					
(Trained).	Todonois Too					
	Teachers—2					
(Untrained	i). Feachers—1,230					
(Trained).	-					
Matriculate	Teachers—96					
(Untrained	•					
(Basic Tra						
Higher El Trained	lementary—35 Teacher					
Junior	Trained					
non-Matric						
(24 plus 11 Lower El	ementary—30					
Trained	Teacher					
Pre-Basic						
Teacher (2	20 plus					
E-E-E-E						
75737	TIVE SERVICE	***				
l. A. S	·· NED A DTN A DNIT	100				
O. A. S., Class I	DEPARTMENT	48				
O. A. S. Class II	3 3 W 3	348				
O. S. A. S.	A COMPANY	446				
Non-Gazetted Tahasidlar, Grad	e I	23				
Non-Gazetted Tahasildar, Grad	5-22-24-14-52-58-58-58-58-58-58-58-58-58-58-58-58-58-	19				
Non-Gazetted Tahasildar, Grad	Partie improprié	12				
	DEPARTMENT					
Controller	••	1				
Deputy Controller	. ••	1				
Assistant Controller	• •	1				
D. T. M.	••`	4				
A. T. M.	• •	20				
S. S. M.	• •	10				
S. M. A. S. M.	••	20 54				
		34				
T. & R. W. DEPARTMENT						
D. W. O.	••	11				
A. D. W. O. (Gazetted)	• •	12				
A. D. W. O. (Non-Gazetted)	••	38				
Rural Welfare Inspector	• •	103 134				
Social Worker Village Welfare Guide	• •	156				
Sevaka	••	2,154				
	••	2,154				

		3	<b>9</b> U				
<u>.</u> -		MED	CAL		<u> </u>		
1							
Direc	tion			7	Teaching		
İ							
Director	••	1	P	rincipal	1	••	2
Joint Director	0.0	1	P	rofessor		• •	15
Civil Surgeon	••	20	R	leader		••	3
Assistant Surgeo	on	589	A	ssistant Prof	essor	• •	20
Head Pharmacis	st	1	D	emonstrator Tutor/ Curator, etc	<sup>'</sup> Regis	nical trar/	64
Pharmacist	••	337					
Matron	• •	4	2				
Sister Tutor	•••	10					
Nursing Sister	•.•	23	4242				
Staff Nurse	• •	236					
		PUBLIC 1	HEALTH				
D	irector	N. T.		• •	1		
Jo	int Director	The same	200	••	1		
A:	ssistant Dire	ctor सन्यमेव	जयते	• •	4		
A	ssistant Surg	geon, Grade I		••	• •		
As	ssistant Surg	eon, Grade II		• •	61		
As	ssistant Surg	eon, Grade II	[	••	21		
Sp	ecial Health	Inspector		••	10		
H	ealth Inspect	loi		••	367		
	•	JAILS DEP	ARTMEN	Т			
In	spector-Gen	eral of Police		••	1		
Su	perintend <b>e</b> n	t of Jail (Part	time)	• • .	54		
Ja	ilor			• •	14		
As	ssistant Jailo	or		• •	30		
Cl	nief Head W	arder		• •	4		
He	ead Warder			• •	82		
W	arder (Male	and Female)		• •	756		

# **BUREAU OF STATISTICS**

Director	••	1
Deputy Director	••	1
Senior Statistician	••	1
Statistician	••	3
Junior Statistician/D. S. O.	••	19
Statistical Investigator		16
Statistical Assistant	••	7
Junior Statistical Assistant	••	13
Upper Division Statistical Clerk		13
Lower Division Statistical Clerk	••	13
MINES DEPARTMENT		
Director	••	1
Deputy Director/Principal, O. S. M. E.	••	:
Chief Mining Officer	••	1
Mining Officer/Geologist	••	1
Assistant Mining Officer/Assistant Geologist	••	1.
Senior Inspector	• •	22
Junior Inspector	••	1
REGISTRATION DEPARTMEN	Т	
Inspector of Registration Offices		1
District Sub-Registrars	••	4
Sub-Registrars	••	44
FISHERIES DEPARTMENT		
Director	••	1
Deputy Director	• •	1
Assistant Director		7
Superintendent of Fisheries	••	7
District Fisheries Officer	••	11
Inspector of Fisheries	••	, 16
Fisheries Supervisor	• •	111
Fisheries Demonstrator	• •	364

#### VETERINARY DEPARTMENT

<del></del>				-		
<u> </u>	. anaari aniin mariin 77			<del></del>		
Director	••	1	Principal	1	••	1
Deputy Director	• •	2	Research C	l. I and	Reader	10
D. V. O.	••	15				
Inspector, Farm Superi and Farm manager,	ntendent etc.	30	Assistant P Class II.	rofessor	, Researc	h 21
V. A. S.		236	Instructor		• •	13
Stockman Supervisor	• •	4				
Stockman	••	962				
COM	MERCIA	L TAX	X DEPARTM	ENT		
Commissioner	6			•	1	
Deputy Commissi	oner		<i>-</i> .		1	
O. F. S. Class I		Will	IY .	•	8	
O. F. S. Class II		141	77		52	
J. F. S.	- 6			•	84	
Inspector .	6		200	•	<b>7</b> 0	
		CRETA				
Chief Secretary				•	1	
Secretary/Addition	nal Secr	etary	•	•	14	
Joint Secretary			•	•	4	
Deputy Secretary					26	
Under-Secretary				••	29	
Assistant Secretar	ry			•	12	
Registrar				· •	4	
S. H. A.			•	• •	40	
J. H. A.				••	49	
Upper Division G	rade I A	Assistant	t .	• •	219	
<b>-</b> -						
Upper Division G			nt		201	

#### SECRETARIAT ACCOUNTS SECTION Lower Division Assistant 20 Upper Division, Grade II 9 . . Upper Division, Grade I 9 Junior Accountant 3 Senior Accountant 2 STENOGRAPHER'S SERVICE Personal Assistant, Grade I 18 Personal Assistant, Grade II 2 Stenographer, Grade I 69 Stenographer, Grade II 38 Stenographer, Grade III 20 **TYPISTS** Senior Grade Typist in charge of Issue Section 12 Senior Grade Typist 38 Junior Grade Typist 130 **AUDITORS** 1. Senior Auditor 73 2. Junior Auditor 71 SUPPLY DEPARTMENT Civil Supply Officer 7 Assistant Civil Supply Officer 12 Supervisor 69 Inspector 114 Assistant Inspector 61 137 Anti-smuggling guard LABOUR DEPARTMENT Labour Commissioner 1 Deputy Labour Commissioner 1 Assistant Labour Commissioner 3

12

4

Labour Officer

Assistant Labour Officer

# EXCISE DEPARTMENT

Deputy Commissioner		1
Superintendent		13
Inspector	• •	37
Sub-Inspector	• •	140
Assistant Sub-Inspector	• • .	89
Excise Peon	• •	6 <b>9</b> 8
GRAMA PANCHAYAT DEPART	MEN'	Г
Director	• •	1
Deputy Director	••	1
Assistant Director		4
Grama Panchayat Organiser	• •	24
Grama Panchayat Supervisor	• •	63
Audit Inspector	••	55
CO-OPERATIVE DEPARTME	NT	
Registrar	••	1
Joint Registrar	••	3
Deputy Registrar		3
Assistant Registrar		26
Sub-Assistant Registrar		131
Block Level Extension Officer (Co-operative)	• •	30
Inspector		656
IRRIGATION AND ROADS & BUIL	LDING	3S
Chief Engineer	••	2
Superintending Engineer	•	8
Executive Engineer	••	34
Assistant Engineer	• •	138
Overseer Estimator	• •	610
Sub-Overseer	• •	2
ELECTRICITY DEPARTMEN	īΤ	
Chief Engineer	••	1
Superintending Engineer	••	2
Executive Engineer	••	10
Assistant Engineer	••	43
Overseer/Estimator	••	165

#### FOREST DEPARTMENT

Chief Conservator of Forestes	• •	1
Conservator of Forests	••	5
Orissa Forest Service Class I		31
Orissa Forest Service Class II	••	38
Forest Ranger	••	94
Deputy Forest Ranger	• •	108
Forestor	••	534
Forest Guards and Orderly F. G.	••	2,928
PUBLIC HEALTH DEPARTME	INT	
Superintending Engineer	••	1
Executive Engineer	••	6
Assistant Engineer		21
Overseer Estimator	••	105
Sub-Overseer	••	8
MARKETING DEPARTMEN	T	
Joint Director		1
Regional Marketing Officer	••	3
Supervisor of Marketing	• •	2
Inspector of Weights and Measures	••	85
Marketing Reporter	••	3
Manual Assistant	••	86